

# USF DIVERSITY, EQUITY, AND INCLUSION INITIATIVES & RESOURCES

In alignment with USF's core institutional commitment to diversity, equity, and inclusion as articulated in our new strategic plan, the University of South Florida is offering several key initiatives and resources to the university community. Below are a few concrete efforts that can be taken now to advance a more inclusive and anti-racist campus. Please contact us for more information.

**Syllabi and curricular updates** that highlight diverse scholarship. Attend [CITL workshops](#) for best practices related to inclusive excellence.

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**Faculty hiring:** Each department should have a hiring plan that details the concrete efforts it will take to ensure the presence of candidates from underrepresented groups. Articulate/update faculty search procedure, develop faculty job descriptions to reflect a commitment to equity, select a diverse search committee, attend appropriate trainings, and proactively track faculty who advance DEI efforts in the search process. View our [helpful presentation](#).

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**Faculty assignments:** Review assignments to ensure that faculty members' assignments correspond with their responsibilities. Re-evaluate service responsibilities of faculty (especially junior faculty) whose time needs to be protected and mirror good practices on all campuses to ensure equal and equitable assignments. Recognize faculty for their service and efforts in teaching, research, and other professional activities. Ensure open and equitable access to professional development opportunities and funding for such activities.

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**Encourage (free) membership** into the [National Center for Faculty Diversity and Development](#) to graduate and faculty members.

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**Communicate** clear tenure and promotion guidelines to junior faculty and URM (underrepresented minorities); meet with Associate Professors to provide guidance about what is needed to advance to full. Support non-tenure-track faculty in their career advancement.

**Speaker Series and workshops:** Review colloquium speakers to ensure that they represent diverse members and ideas that address the concerns of underrepresented groups. Regularly organize workshops that provide an opportunity to explore major challenges and opportunities in your respective department related to diversity, inclusion, equity and anti-racism.

- **The University's Inclusive and Equitable Pedagogy Program** offers a CANVAS course that will be complemented with workshops that align with the modules. We are seeking volunteers to beta test the course. If you are interested, please complete the [registration survey](#). The project is a collaboration between the Center for Innovative Teaching and Learning (CITL), Innovative Education, and The Office of Diversity, Inclusion, and Equal Opportunity. If you have any questions, please contact [Dr. Ruthmae Sears](#) or [Dr. Ashley Reese](#).
  - **Enlightenment Series:** Encourage attendance in the [Enlightenment Series](#) as part of professionalization for graduate students and best practices for faculty.
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#### **Graduate students:**

- Consider whether or not the GRE should be included as a requirement for admissions to your program.
  - Develop recruiting materials to be distributed to Historically Black Colleges and Universities and Hispanic Serving Institutions.
  - Attend select conferences to increase likelihood of meeting and developing relationships with underrepresented groups.
  - Collect data disaggregated by race/ethnicity and gender about your department using the Office of Decision Support's website. Create goals to enhance faculty and graduate student recruitment, and other areas of opportunity
  - Host workshops on publishing and grant applications. Create a database of past applications for students to reference in order to build familiarity with the grant application process.
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**Set concrete and measurable goals:** Collect data about your department using the Office of Decision Support's website disaggregated by race/ethnicity and gender. Create goals to enhance faculty and graduate student recruitment, and other areas of opportunity. Consult the [DARE dashboards](#) or the Office of Decision Support page at: [ods.usf.edu](https://ods.usf.edu)

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**Create a department infrastructure for success:** Consider creating a role of Equity Officer in your department (with a stipend) for a faculty member to work on specific initiatives and programs related to department-level equity goals. The designated DEI leader should join the USF DEI council, which is organized by DIEO.

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**Establish relationships with community partners** to ensure that your department engages in meaningful ways with underrepresented communities through service-learning, internships, and other high-impact practices.

*Please visit the [Department of Anthropology](#) for a model of how one department has been working to address anti-racism and inclusivity. You may also view the [anti-racism statements](#) of other CAS departments in order to learn more about the goals and plans developed by other departments.*