

UF Sustainability in Equity, Health and Wellbeing Implementation Plan

Vision

In framing the vision for sustainability in Equity, participants envisioned a campus community in which all members, including students, faculty, and staff from underrepresented groups, felt like valued members of the Gator Nation. In this vision, definitions of multiculturalism would include a full range of diversity including race, gender, cultural heritage, and economic backgrounds.

Members of the Gator Nation would understand how and why diversity is an essential element of a sustainable community. Students from underrepresented groups would feel not just included, but reached out to. All jobs would be respected for their contribution to the successful operation of the university. Employees would have equal access to training and professional development.

In framing the vision for sustainability in Health & Wellbeing, participants envisioned UF striving to create an environment that supports employees in balancing work and family responsibilities while staying healthy. In order to monitor progress, UF would track indicators of wellbeing such as student and employee access to health care benefits, student and employee access to childcare, job satisfaction, retention, and motivation/determination.

Desired Outcomes

Narrow the Gap

Establish a trend of decreasing disparity between highest and lowest paid employees.

Aim for Top 10 Status (Equity)

UF would be recognized as being in the Top 10 state universities in the country for employee well-being and would be featured on lists of the best places to work for parents, women, etc.

Communicate Value (Equity)

Communicate and demonstrate how all employees, positions, and contributions are valued as a part of UF's mission.

Create a Campus Entity for Diversity (Equity)

Create an office, council, or committee that facilitates expanded opportunities and outreach for UF faculty, staff, and students. This would be a center where people would come to learn, celebrate, and discuss diversity. The role of this physical and/or virtual center would include:

- Partnering with the Community Relations Office to facilitate opportunities for UF faculty, staff, and students to get involved in multicultural celebrations
- Offering opportunities for real dialogue about race, class, gender, sexual orientation - the breadth and depth of diversity
- Supporting First Year Florida in introducing and supporting students in a full range of multicultural opportunities on campus
- Developing an institutional plan to help the UF community embrace diversity and social justice
- Facilitating the development of equitable institution policies and practices
- Establishing an expanded definition of diversity that includes a full expression and celebration of differences
- Establishing an educational program that illustrates the value of social justice/diversity in a sustainable campus community
- Providing opportunities for service learning and civic engagement in the local community
- Establishing benchmarks and promoting diversity in representative leadership

Create Wage Parity Across Campus Departments (Equity)

Wages would be consistent for like jobs between colleges and departments.

Diversity of Populations (Equity)

Through active recruitment, hiring, and retention, UF's populations would reflect the all aspects of diversity. Faculty and leadership would reflect the population diversity.

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Emphasize Diversity in the Gator Nation Campaign (Equity)

The campaign would reflect the sentiment that “members of the Gator Nation are everywhere and we reflect and celebrate a full range of diversity”.

Multiculturalism would be an important and celebrated identifier for UF in the domestic and global community.

Expand Multicultural Living/Learning Opportunities (Equity)

Programs like Gatorship would include more students in multicultural training.

Export the Celebration of Inclusion (Equity)

UF would serve as an incubator for multicultural programs and celebrations. Through IFAS/Extension, UF would export ideas of cultural celebration and inclusion to Florida’s communities by demonstrating opportunities for outreach and creative ways to integrate personal values into work.

Family Care (Health & Wellbeing)

Provide an integrated and accessible childcare/family support system. The system would be accessible to faculty, staff, and students.

Increase Accessibility To Conflict Resolution Assistance (Equity)

Those seeking assistance with conflict resolution in the workplace would be safe and free from retaliation.

Increase Training (Equity)

Increase the levels of investment in gender and equity training of all personnel working at or hired by the University of Florida.

Make Fair Remuneration (Equity)

Create wage and benefit goals that allow employees to subsist on wages earned from one job and set a minimum threshold for wages above eligibility for food stamps. When employees’ financial ability to meet their basic needs is secure, they will be more able to engage in important sustainable behaviors.

Power (Equity)

Strive for a workplace that distributes power and decision-making more evenly and transparently across all sectors of the university

Provide An Integrated and Accessible Childcare/Family Support System (Equity)

The system would be accessible for faculty, staff, and students.

Support Telecommuting (Equity)

Provide training for all managers for flexible scheduling and telecommuting for employees, including topics such as how to manage remotely. Allow employees flexibility to work from home to reduce commuting when appropriate.

Conflict Resolution (Health & Wellbeing)

Increase accessibility to conflict resolution assistance. Those seeking assistance with conflict resolution in the workplace would be safe and free from retaliation.

Healthy Food Choices (Health & Wellbeing)

UF would create easy campus-wide access for employees to healthy food choices at affordable prices.

Wellness (Health & Wellbeing)

Develop a fully coordinated wellness effort on campus. The program would cross faculty, staff, and student lines.

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Action Plan

The table below lists the initial actions that need to be taken over the next three years to move toward the vision for sustainability in Equity, Health & Wellbeing at UF. The intention of creating this list of actions is to provide a platform for working groups to have as they begin to implement the vision. This list can be modified over time, and is meant to be a “living document”.

Outcome	Action	People
Communicate Value	1. Include sensitivity to diversity in performance appraisals	<ul style="list-style-type: none"> • Human Resource Services • Council on Diversity
Communicate Value Create Wage Parity Narrow the Gap	2. Periodically review peer market data for various groups of employees for use in hiring	<ul style="list-style-type: none"> • Human Resource Services • 3rd party organizations (i.e. CACP) • Business Services • IFAS Faculty member/Liaison • Office of Sustainability
Communicate Value Create Wage Parity Narrow the Gap	3. Proactively assess and address salary and benefits packages to reflect value	<ul style="list-style-type: none"> • President’s Cabinet • All hiring entities • Human Resource Services
Conflict Resolution	4. Explore development of mediation program, including peer institution research	<ul style="list-style-type: none"> • Counseling Center • Graduate Assistants United • Human Resource Services • Ombudsman • Student Conduct and Conflict Resolution
Conflict Resolution	5. Promote and proactively communicate alternate dispute resolution and support this as norm	<ul style="list-style-type: none"> • Counseling Center • Graduate Assistants United • Human Resource Services • Ombudsman • Student Conduct and Conflict Resolution
Create a Campus Entity	6. Facilitate opportunities for UF faculty, staff, and students to get involved in multicultural celebrations	<ul style="list-style-type: none"> • Community Relations • Multicultural Affairs

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Outcome	Action	People
Create a Campus Entity	7. Offer opportunities for real dialogue about race, class, gender, sexual orientation - the breadth and depth of diversity	<ul style="list-style-type: none"> • Multicultural Affairs • Academic Departments
Create a Campus Entity	8. Support First Year Florida in introducing and supporting students in a full range of multicultural opportunities on campus	<ul style="list-style-type: none"> • Multicultural Affairs • Asst. Provost for Undergraduate Programs • New Student Programs
Create a Campus Entity	9. Develop an institutional plan to help the UF community embrace diversity and social justice-including equitable institution policies and practices	<ul style="list-style-type: none"> • Council on Diversity
Create a Campus Entity	10. Establish an expanded definition of diversity that includes a full expression and celebration of differences	<ul style="list-style-type: none"> • Council on Diversity • Asst. Provost for Undergraduate Affairs • Multicultural Affairs
Create a Campus Entity Expand Multicultural Living/Learning Opportunities	11. Establish an educational program that illustrates the value of social justice/diversity and continue work to develop academic offerings for multiculturalism and diversity	<ul style="list-style-type: none"> • Multicultural Affairs • Academic Departments • College of Liberal Arts and Sciences Liaison • Office of the Provost • Office of Sustainability • Sustainability Committee
Create a Campus Entity	12. Establish benchmarks to promote diversity in representative leadership	<ul style="list-style-type: none"> • Council on Diversity • Faculty Senate • Student Government • Academic & Professional Assembly • Graduate Assistants United
Create a Campus Entity	13. Explore the creation of a center or physical location that focuses on diversity for full UF community (faculty, staff, students)	<ul style="list-style-type: none"> • Student Affairs • Facilities, Planning & Construction • Human Resource Services • Office of Sustainability • Reitz Union

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Outcome	Action	People
Create a Campus Entity	14. Research other models of diversity centers across the country	<ul style="list-style-type: none"> • Office of Sustainability • Council on Diversity • Multicultural Affairs
Create a Campus Entity	15. Foster more integration between Oasis and other multicultural work on campus	<ul style="list-style-type: none"> • Multicultural Affairs • Oasis
Create a Campus Entity	16. Create better awareness regarding vendor diversity and opportunities to do business with UF	<ul style="list-style-type: none"> • Small Business and Vendor Diversity Relations • Purchasing
Emphasize Diversity	17. Promote diversity and multicultural issues as a core value of the institution and as public face of the university	<ul style="list-style-type: none"> • President's Cabinet • Admissions • Alumni Association • Human Resource Services • Office of the Provost • Recruitment & Staffing • Small Business and Vendor Diversity Relations • UF Communicators Network • UF/IFAS Extension Service • University Relations • Office of Sustainability
Expand Multicultural Living/Learning Opportunities	18. Develop/expand living/learning communities for diversity	<ul style="list-style-type: none"> • Housing and Residence Life • Associate Provost for Undergraduate Affairs, Fraternity and Sorority Affairs • Global Understanding and Diversity Committee (SA)
Expand Multicultural Living/Learning Opportunities	19. Provide adequate funding to support expansion of programs such as Gatorship	<ul style="list-style-type: none"> • VP of Student Affairs • Development Staff (UF Foundation) • Student Government
Export Celebration of Diversity	20. Conversation with IFAS/Extension on how to incorporate diversity into current programming	<ul style="list-style-type: none"> • Office of Sustainability • IFAS Sustainability Working Group • Multicultural Affairs

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Outcome	Action	People
Fair Remuneration	21. Review wages and benefits in relation to national and local standards for poverty reduction	<ul style="list-style-type: none"> • Human Resource Services • Alachua County Poverty Reduction Board
Fair Remuneration Narrow the Gap Support Telecommuting	22. Create benefits/schedule packages that augment/complement wages	<ul style="list-style-type: none"> • Human Resource Services • Business Affairs • Business Services • Office of the Provost
Family Care	23. Consider the expansion of parental leave benefits	<ul style="list-style-type: none"> • Human Resource Services • Faculty Senate (Welfare Council) • Administrative & Professional Assembly
Healthy Food Choices	24. Compare the population of UF with those served by Gator Dining to assess cultural appropriateness of dining options	<ul style="list-style-type: none"> • Gator Dining Services • Student Government
Healthy Food Choices	25. Promotion for making healthy choices (make more transparent and accessible)	<ul style="list-style-type: none"> • Healthy Gators 2010 • Gator Dining Services
Healthy Food Choices	26. Research access to affordable and healthy options	<ul style="list-style-type: none"> • Healthy Gators 2010 • Gator Dining Services
Healthy Food Choices (Agriculture, Health and Wellbeing)	27. Educate students on the value of food and food systems, develop critical thinking skills around food systems and healthy lifestyles, and provide opportunities and access for students to engage in the local food system on campus	<ul style="list-style-type: none"> • IFAS Faculty • Dietetic Association Faculty • Gator Dining Service, Nutrition Coordinator • Healthy Gators 2010 • Sustainability Committee • Sustainability Studies Advisor • Office of Sustainability
Increase Training	28. Explore development of diversity training	<ul style="list-style-type: none"> • Office of Equal Employment Opportunity • Faculty Development • Human Resource Services

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Narrow the Gap	29. Explore concept of narrowing the gap between highest and lowest paid employees	<ul style="list-style-type: none"> • Office of Sustainability
Provide Accessible Childcare	30. Discuss expansion of Baby Gator (access, funding, physical, hours, services – explore parental co-ops, infant centers, aftercare, etc.)	<ul style="list-style-type: none"> • Baby Gator • Facilities, Planning & Construction • Graduate Assistants United • Housing • Human Resource Services • Student Government • UF Foundation
Diversity of Population	31. Review sustainable vision regarding reflection of diversity in the campus population, address in campus recruitment and retention	<ul style="list-style-type: none"> • Admissions • Faculty Welfare Council (Senate) • Human Resource Services • Office of the Provost • Faculty Development • Student Affairs
Support Telecommuting	32. Communicate availability of and provide educational information regarding alternative schedules for employees	<ul style="list-style-type: none"> • Human Resource Services • Administrative & Professional Assembly • Deans, Directors, Department Chairs • Division level employment groups • President's Cabinet
Top 10	33. Explore benchmarks for wellbeing and equity	<ul style="list-style-type: none"> • Healthy Gators 2010 • Human Resource Services
Wellness	34. Institutionalize Healthy Gators	<ul style="list-style-type: none"> • Healthy Gators 2010 • President's Cabinet • UF Foundation
Wellness	35. Develop and promote wellness as a core value of UF	<ul style="list-style-type: none"> • President's Cabinet • University Relations

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Outcome	Action	People
Wellness	36. Continue and expand ongoing audits and workplace assessments for health and safety	<ul style="list-style-type: none"> • Environmental Health & Safety • Human Resource Services • University Police Department
Wellness	37. Develop common working definition of health and wellness	<ul style="list-style-type: none"> • Healthy Gators 2010 • Counseling Center • Environmental Health & Safety • Facilities, Planning & Construction • Gator Dining • Health and Human Performance • Human Resource Services • Living Well • Office of Sustainability • Physical Plant Division • Student Government • Student Health Care Center • UF Police Department