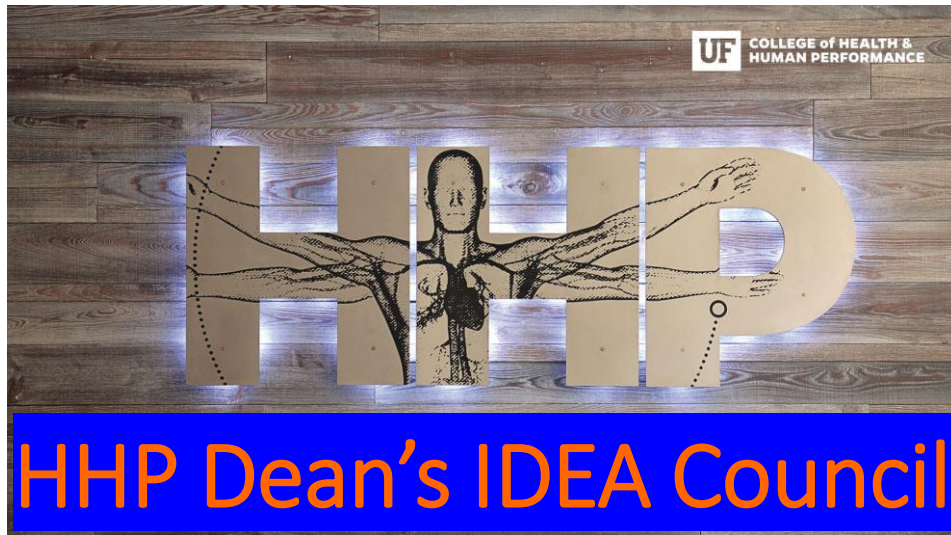




UF | College of Health & Human Performance UNIVERSITY of FLORIDA

Inclusion, Diversity, Equity, & Access (IDEA)

<http://hhp.ufl.edu/about/idea/council/>



HHP Dean's IDEA Vision

The Dean's Inclusion, Diversity, Equity, & Access (IDEA) Council will promote IDEA efforts across the College by addressing four goals:

- 1) share information on IDEA activities to facilitate work among HHP units;
- 2) increase faculty and staff awareness of IDEA issues by promoting communication;
- 3) coordinate with the University on IDEA policies, procedures, and initiatives; and
- 4) advise the College leadership on IDEA-related opportunities and emerging issues.

Dean's IDEA Council

The Dean's Inclusion, Diversity, Equity, & Access (IDEA) Council, composed of department representatives and college leadership, aims to create a more inclusive environment, increase diversity of its community, promote equity for all persons, and provide open access to College resources.





Ideas about IDEA

<http://hhp.ufl.edu/about/idea/>

**Department of Applied Physiology and Kinesiology (APK)
Diversity, Equity, and Inclusion (DEI) Committee**



Academic year: 2020-2021

Completed/Accomplished Tasks:

- Creation of an APK IDEA Committee
 - This committee consists of:
 - Undergraduate students
 - Graduate students
 - Post-doctoral fellows
 - Faculty (instructional and tenure-track research)

Members of the APK IDEA Committee (2020-2021):

Leonardo Ferreira, PhD (Chair)

Linda Nguyen, PhD

Basma El-Yacoubi, PhD

Rachel Ho

Rodaina Elsayed

Joslyn Ahlgren, PhD (Co-Chair)

Garrett Beatty, PhD

Rachel Kelley, PhD

Alex Caspary

- Invite an Underrepresented Minority (URM) as a Speaker to the CES Seminar
 - 1 speaker was invited for the Spring 2021 semester
 - Plan to invite additional individuals, at least 1 per semester during the academic year (Fall 2021 and Spring 2022)
- Increase Departmental Diversity
 - 2 underrepresented minorities were hired in open positions in the past academic year
 - 1 APK undergraduate academic adviser
 - 1 APK office assistant
- Generate a Long-term IDEA Management Plan
 - A long-term plan for 2021-2024 was generated by the APK IDEA committee (plan is outlined below).

Future Initiatives

APK Diversity, Equity, Inclusion Management Plan: 2021-2024

The Diversity, Equity, and Inclusion (DEI) Committee worked during the 2020-2021 academic calendar to develop a plan to promote and enhance inclusion, diversity, equity, and access (IDEA) for students, faculty, and staff in the Department of Applied Physiology and Kinesiology (APK) at the University of Florida College of Health and Human Performance.

The plan consists of five objectives with general and specific recommendations to achieve in the next three years. This plan adopts the NIH definition of underrepresented minorities (URM) in biomedical, clinical, behavioral, and health sciences and with faculty positions. Links containing the definitions are:

- a) <https://extramural-diversity.nih.gov/diversity-matters/get-the-facts>
 - b) <https://extramural-diversity.nih.gov/diversity-matters/underrepresented-groups>
-

OBJECTIVE 1 – APK URM UNDERGRADUATE RECRUITMENT, RETENTION, AND INCLUSION

OBJECTIVE 2 – ADVANCE APK URM GRADUATE RECRUITMENT AND RETENTION

OBJECTIVE 3 – ORGANIZE AND PROMOTE SEMINARS BY URM SCIENTISTS AND PROFESSIONALS

OBJECTIVE 4 – CREATE AND SUPPORT IDEA CONTENT FOR WEBSITE AND SYLLABI.

OBJECTIVE 5 – PREPARE URM SCIENTISTS TO TRANSITION FROM POSTDOC TO TENURE-TRACK FACULTY AND SUCCEED AS ASSISTANT PROFESSORS

The Dean's Inclusion, Diversity, Equity, & Access Council College of Health & Human Performance

HEB Inclusion, Diversity, Equity, & Access Taskforce
Spring, 2021

Health Education & Behavior Inclusion, Diversity, Equity, & Access Taskforce

REFRESHED COURSE OFFERINGS

- **HSC 4579** Women's Health Issues
- **HSC 6629** Health Promotion for Priority Populations
- **Opportunity:** LGBTQ+ Health



ENRICHED LEARNING ENVIRONMENT

- **National SEA Change Institute Course** *Building Gender Equity in the Academy*
- UF Certificate in **Multicultural Mentoring**
- **HSC 3537 Medical Terminology:** Added high-utility learning strategies

Electives in UF Interdisciplinary Graduate Certificate in Health Equity

FOCUS & FRAMEWORK

aid education women
staff engagement minority health
ideas diversity training
health health equity
social determinants
access inclusion cultural competency
recruitment
cultural sensitivity
equity hiv
learning



DISSEMINATION & NEXT STEPS



- **Networking and promotion of programs**
- Cultural competency training
- National meeting on **immigrant health**
- **UF proposal to NIH** to increase diversity in the workplace

Health Education and Behavior

- Health Equity

1. Needs Assessment
2. Course Offerings ✓
3. Recruitment Activities – Networking and promotion of programs ✓
4. Establish Learning environments and dissemination ✓



Course Offerings

- ❑ Electives in UF Interdisciplinary Graduate Certificate in Health Equity
- ❑ Assess how HEB faculty are currently implementing IDEA into their courses
- ❑ Seeking SLO approval:
 - Defend the promotion of health equity by addressing systemic racism/implicit bias and facilitate an understanding and sensitivity for various cultures, values, and traditions

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Course Offerings

Course refresh/redevelopment

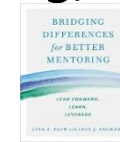
- HSC 4579 Women's Health Issues
- HSC 6629 Health Promotion for Priority Populations

Opportunity to develop a course in LGBTQ+ populations, health education and behaviors

Establish/Enrich Learning Environment

- Cultural competency training, health equity

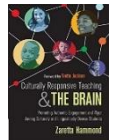
- *Bridging Effective Differences for Better Mentoring*, Lisa Z. Fain and Lois J. Zachary



- *Building Gender Equity in the Academy- Institutional Strategies for Change*, Sandra Laursen and Anne Austin



- *Culturally Responsive Teaching and the Brain*, Zaretta Hammond





Establish/Enrich Learning Environment

National SEA Change Institute
course: Building Gender Equity
in the Academy

UF Certificate in Multicultural
Mentoring

HSC 3537 Medical Terminology -
emphasis on high-utility
learning strategies

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Dissemination Activities

National meeting on immigrant health

UF proposal to NIH to increase diversity
in the workforce

Collaboration with UF College of
Medicine and Ohio State University
Neurology faculty on equity research
project



SPM IDEA Report

Spring, 2021

Anti-racist Learning Community

Session I: History of Racism in the Sport Industry

September 24th and October 1st

Guest Moderator: Michelle Clemon, JD

Session II: How to be an Anti-Racist in and Through Sports

October 29th and December 3rd

Guest Moderator : Dr. Kwame Agyemang, PhD (Associate Professor, Ohio State University)

Session III: Reducing Inequality and Racial Bias in and Through Sports

December 10th and December 17th

Guest Moderator: Michelle Smith, JD, Assistant Dean for Inclusion- Emeritus, HHP

Session IV: Our Curriculum and our Classrooms

February 18th and 25th

Guest Moderator: Dr. Nalani Butler, PhD (Assistant Professor, Kennesaw State University)

Session V: The Student Experience

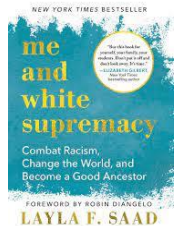
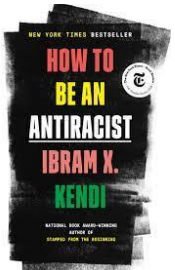
March 25th

Guest Moderator: Dr. Jeffrey Montague, PhD

Session VI: Racism in our Research

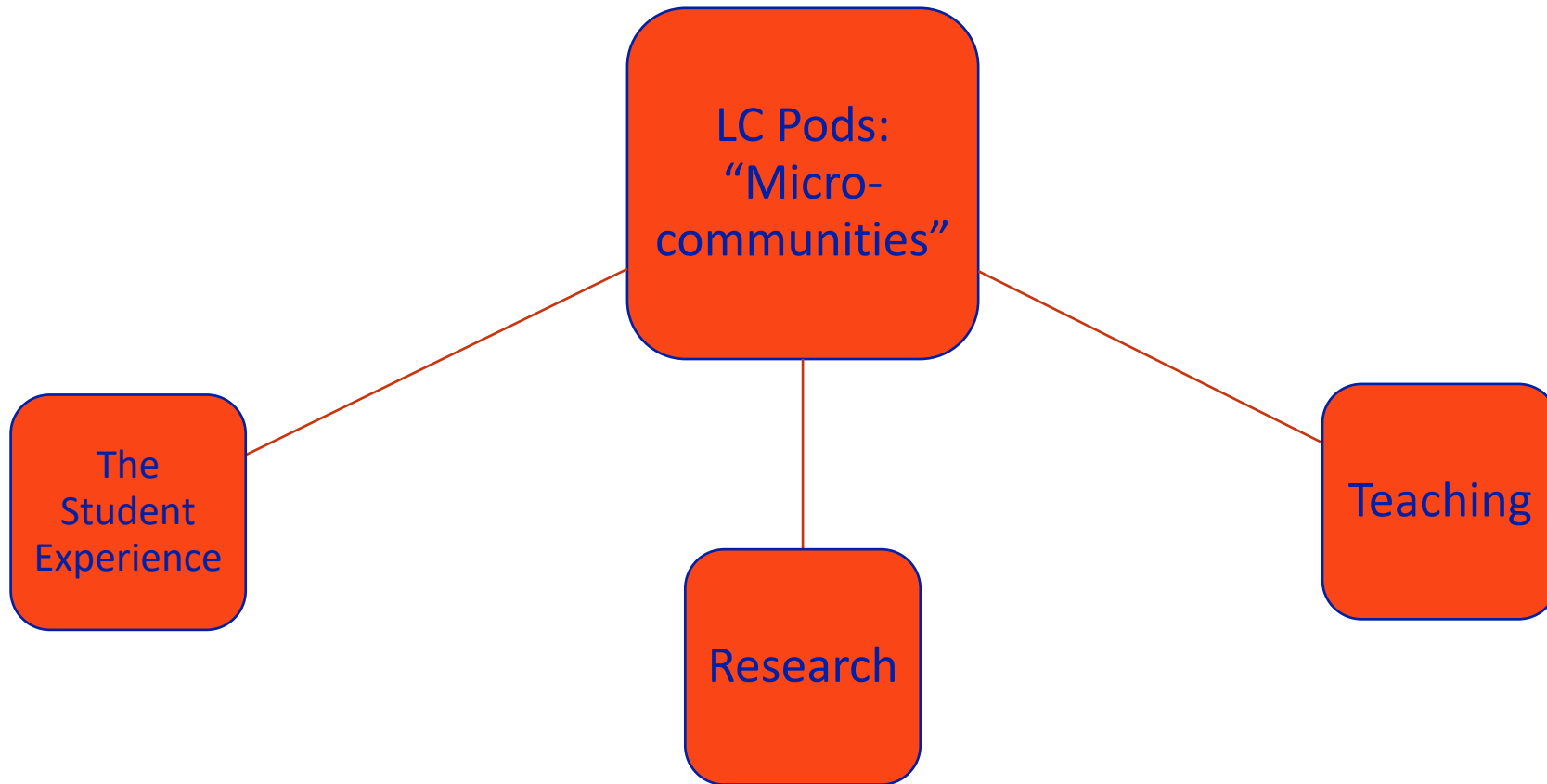
April 22nd and 29th

Guest Moderator: Dr. John Singer, PhD and Josh Vadeboncoeur



Vadeboncoeur, J. D., Bopp, T., & Singer, J. N. (2020). Is Reflexivity Enough? Addressing Reflexive Embodiment, Power, and Whiteness in Sport Management Research. *Journal of Sport Management*, 35(1), 30-43.

Learning Community 2.0



SPM3025: Diversity and Inclusion in Sport Orgs

- ❖ Applied for Gen-education Social Behavioral/Diversity Course Status
- ❖ The “4th” Micro-community
 - ❖ Student-led initiatives and events



Other Events and Initiatives

Fall 2020

ATHLETES & ACTIVISM PAST, PRESENT and FUTURE

This five-part series of conversations explores elite athletes' engagement of social justice causes, including history, effectiveness, impact on careers and recent increases in activity around racial injustice.

hhp.ufl.edu/athleteactivism

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FLORIDA



Student Engagement



❖ Six Scholarships (5 Master's students, 1 Undergrad)

COACHING at the INTERSECTION of **CULTURE, RACE + INFLUENCE**

featuring **David Fizdale**, most recently the
head coach for the NBA's New York Knicks and
Memphis Grizzlies.

TUNE IN for the LIVE INTERVIEW

Wednesday, April 14
3:00-4:00PM EDT
youtube.com/UFSPM



also featuring **Steve Stowe**
VP of Miami HEAT Charitable Fund



WASDIN

SPEAKER SERIES

... **UF** ...



TOURISM, HOSPITALITY & EVENT MANAGEMENT

**COLLEGE OF HEALTH & HUMAN PERFORMANCE
UNIVERSITY OF FLORIDA**

I.D.E.A. Department Summary



TOURISM, HOSPITALITY & EVENT MANAGEMENT

COLLEGE OF HEALTH & HUMAN PERFORMANCE
UNIVERSITY OF FLORIDA



Chynna Clayton is currently the Office of Barack and Michelle Obama's Director of Travel and Event Operations and Body woman to Michelle Obama. She is essentially Michelle Obama's right-hand woman, helping Mrs. Obama connect with communities around the world. Chynna ensures every detail of Mrs. Obama's personal and public facing events are executed flawlessly, directing teams who coordinate Mrs. Obama's domestic and international engagements.

Originally from Miami, FL, Chynna is a Florida girl through and through. She was raised in a single parent household on the outskirts of Liberty City, Florida. Chynna attended the University of Florida where she received a dual degree in Event Management and Political Science and a minor in Business.

As a senior at the University of Florida, she landed a White House Internship during the Fall of 2010. After a few years in Government Relations at the Walt Disney Company, she made her way back to the Obamas and has been with the Obamas ever since.

Chynna has been featured in *The Oprah Magazine*, *Essence Magazine*, *the Miami Herald*, *the University of Florida Health and Human Performance Magazine*, *the Netflix Documentary "Becoming"* and most recently the *Michelle Obama Spotify Podcast*. She strives every day to be an inspiration for young girls who look like her.

Hosted Events & Celebrations

<https://youtu.be/VCdKg-RZxYg>

March 1, 2021

From Gainesville to the White House – Celebrations through Events

Chynna Clayton

Director of Travel

Office of Barak and Michelle Obama



TOURISM, HOSPITALITY & EVENT MANAGEMENT

COLLEGE OF HEALTH & HUMAN PERFORMANCE
UNIVERSITY OF FLORIDA



As vice president for Human Resources, Jodi Gentry oversees all human resources operations for faculty and staff at the University of Florida. This involves talent acquisition, benefits, professional development, classification and compensation, labor and employee relations, administrative communication services, and work life.

Gentry has a demonstrated history of supporting performance, accountability and achievement at the university, having recommended, developed and implemented organizational development activities for vice-presidential areas, colleges, departments and divisions over the course of her career at UF. With close to 30 years of human resources experience in higher education, Gentry previously served as assistant vice president for Human Resources, during which time she regularly led change management engagement efforts for high-level institutional initiatives and served as director for strategic initiatives for the Office of the Senior Vice President and Chief Operating Officer. As director of UF Training and Organizational Development, Gentry founded the university's Advanced Leadership for Academics and Professionals program as well as the UF Academy for emerging leaders.

Gentry holds a Master of Arts in Mass Communication with a specialization in public relations from the University of Florida and a bachelor's degree in English from Berea College in Kentucky. She also is a Society of Human Resource Management Senior Certified Professional (SHRM-SCP).

Hosted Events & Celebrations

<https://youtu.be/YBvMNQge3FU>

March 15, 2021

Inclusion, Diversity, Equity, and Access (IDEA) is the Road to Excellence – From Leaders' Perspectives and Experiences

Jodi Gentry

Vice President

University of Florida Human Resources



TOURISM, HOSPITALITY & EVENT MANAGEMENT

COLLEGE OF HEALTH & HUMAN PERFORMANCE
UNIVERSITY OF FLORIDA



Dr. Tonja Johnson serves as Senior Vice Chancellor for Academic and Student Affairs for the University of Alabama System (UAS) and is the primary system liaison to academic, student, institutional research and planning, and diversity and inclusion officials at UA, UAB and UAH. She also advises the Chancellor on academic and student policy matters and provides primary leadership in program planning, implementation, and review. Additionally, she has a graduate faculty appointment within the University of Alabama College of Education and serves as the System's liaison with the Alabama departments of Education and Postsecondary Education and the Alabama Commission on Higher Education.

Prior to joining the UAS leadership team, Dr. Johnson served as executive vice president and chief operating officer for the University of Tennessee System, based in Knoxville. Over the course of her tenure, she had executive oversight of several system-level offices and processes, including Academic Affairs and Student Success, Institutional Research, Human Resources, Facilities Planning and Capital Projects, Communications and Marketing, Enterprise Risk Management, Strategic Planning and system-wide diversity and inclusive excellence initiatives. Having served as a cabinet-level administrator for nearly 20 years, Dr. Johnson has also held administrative and faculty appointments at a diverse set of other institutions, including the State University of New York at Stony Brook, Middle Tennessee State University, and Mississippi Valley State University.

Dr. Johnson began her college career at the University of Alabama in the summer of 1987 as a New York Times Scholar. She earned both bachelor's and master's degrees from UA in mass communication in 1991 and 1996, respectively. In 2006, she earned a Ph.D., in urban higher education from Jackson State University in Jackson, Mississippi, where she was an Ayers Fellow in the Jake Ayers Institute for Urban Research. Additionally, she completed the Institute for Education Management at the Harvard Graduate School of Education in 2008 and earned post-baccalaureate certification in construction management from Louisiana State University in 2017.

Hosted Events & Celebrations

<https://youtu.be/YBvMNQge3FU>

March 15, 2021

Inclusion, Diversity, Equity, and Access (IDEA) is the Road to Excellence – From Leaders' Perspectives and Experiences

Dr. Tonjanita Johnson

Senior Vice Chancellor for Academic & Student Affairs
University of Alabama System



TOURISM, HOSPITALITY & EVENT MANAGEMENT

COLLEGE OF HEALTH & HUMAN PERFORMANCE
UNIVERSITY OF FLORIDA



Dr. Shirley C. Raines was named President Emerita of the University of Memphis in July of 2013, after serving for 12 years as President. She became the 11th President of the University of Memphis in 2012 and is the first woman to hold the presidency of the University, which was founded in 1912.

Previously, Dr. Raines was Vice Chancellor for Academic Services and Dean of the College of Education at the University of Kentucky. While at George Mason University in Fairfax, Virginia, she received the Distinguished Faculty Member award and has received two research awards from the Eastern Educational Research Association. She is the author of 18 books and numerous journal articles and is widely regarded as an expert in leadership development, teacher education, and early childhood education. Dr. Raines is a frequent speaker at community and corporate events and has been a keynote speaker at Harvard's Management Development Program and for five years served on the faculty of the Harvard Seminar for New Presidents and Chancellors.

Described in The Commercial Appeal as "powerful, prepared and personable," Dr. Raines was known for her effective work in building productive partnerships on and off the campus. This emphasis enabled the University to realize significant increases in annual giving to the University. For the Centennial Campaign, Dr. Raines lead a capital campaign resulting in \$256 million. Additional milestones were establishment of the University of Memphis Research Foundation along with the University's focus on engaged scholarship in the community resulting in an increase of sponsored research grants and contract awards by over 100%.

Dr. Raines earned her Doctorate in Education and her Master of Science degree from the University of Tennessee in Knoxville. Her Bachelor of Science degree is from the University of Tennessee at Martin. She also completed the Management Development Program from the Harvard Graduate School of Education and the Institute for New Presidents and Chancellors at Harvard.

Hosted Events & Celebrations

<https://youtu.be/YBvMNQge3FU>

March 15, 2021

Inclusion, Diversity, Equity, and Access (IDEA) is the Road to Excellence – From Leaders' Perspectives and Experiences

Dr. Shirley Raines

President Emerita

University of Memphis



TOURISM, HOSPITALITY & EVENT MANAGEMENT

COLLEGE OF HEALTH & HUMAN PERFORMANCE
UNIVERSITY OF FLORIDA



Agbedidi is UF's West African music and dance ensemble. African ingenuity is one of the great heritages of the United States and is embedded in creative processes from fashion to poetry, to jazz to popular music and dance, and more. The more we learn about Africa, the more we know about "American" cultural forms.

Inspired by Ewe master musician, Godwin Agbeli, UF's inaugural African Artist-in-Residence Larry Crook and Professor of Dance Joan Frosch founded Agbedidi in fall 1995. Agbedidi translates from the Ewe language as "long life" — agbe meaning "life" and didi meaning "long." The ensemble's name honors Mr. Agbeli (whose name means "there is life") and foster a long and prosperous life for music and dance of Africa and the Diaspora. Tragically, Mr. Agbeli passed away in the spring of 1998, but his dedication to Africa's living traditions continues to inspire us.

In fall and spring semesters, theatre, dance, and music students rehearse each week, along with general students of talent who enroll in related preparatory and repertory classes. Through music and dance, Agbedidi connects our local and global communities as it advances cultural diversity in education, outreach, and performance.

Each year, as part of the mainstage season of the School of Theatre and Dance, Agbedidi celebrates the interactive continuum of traditional and contemporary dance on the stage of the Constans Theatre. Because of their high level of training in West African dance and music—along with modern dance—student-performers have compellingly showcased the works of guest luminaries including Béatrice Kombé, Lacina Coulibaly, Faustin Linyekula, Jelón Vieira, Edileusa Dos Santos, Raja Kelly, among others.

Hosted Events & Celebrations

<https://youtu.be/KqtTwPFD4ok>

A Celebration of Black History

Agbedidi (AG—BA—DEE—DEE)

West African Music & Dance Ensemble

University of Florida School of Theatre and Dance

I.D.E.A. Collaborative Goals for HHP

- **Staff I.D.E.A professional development/training and end-of-year panel discussion**
 - *UF Stronger Together: Promoting Racial Justice through Awareness and Action* Resources (webinars)
 - UF Multicultural & Diversity Affairs (MCDA) Resources (reading content and videos)
 - Research potential external facilitator for training session
 - Closing panel discussion culminating year long learning/training objectives
- **Establishment of graduate feeder programs with state of Florida HBCU institutions:**
 - Bethune-Cookman University (Daytona)
 - Edward Waters College (Jacksonville)
 - Florida A&M University (Tallahassee)
 - Florida Memorial University (Miami)



**TOURISM, HOSPITALITY &
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UNIVERSITY OF FLORIDA**



Ideas about IDEA
<http://hhp.ufl.edu/about/idea/>
Together. We Rock.