

The Dean's Inclusion, Diversity, Equity, & Access Council
College of Health & Human Performance
March 25, 2022

Introduction. The College of Health & Human Performance (HHP) is strongly committed to the ideals of inclusion, diversity, equity, and access established by the University of Florida. The College actively strives to create a more inclusive environment, increase diversity of its community, promote equity for all persons, and provide open access to College resources. These are aspirational goals for the College and the shared responsibility of all HHP faculty, staff members, and students.

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.

Membership. The Dean appoints members of the Council with advice of the department chairs and Associate Dean for Faculty & Staff Affairs. Council members are appointed for a one-year term that may be renewed or may be terminated without notice at the pleasure of the Dean. The Council comprises six persons:

- 1) Unit Representatives are selected from the four HHP departments and the Dean's Office. These members are responsible for communicating IDEA issues between the Council and her/his respective unit, facilitating unit activities that expand IDEA, and promoting comprehensive IDEA awareness. The role may either be performed in-load (up to 5% FTE) or as an OPS activity (with supplemental compensation) as assigned by the unit head.
- 2) Chair of the Council is responsible for convening meetings; overseeing communication among College leadership and the units; representing the College at the University level on IDEA matters; and directing Council-initiated IDEA activities at the College level.
- 3) Associate Dean for Faculty & Staff Affairs serves *ex officio* as a non-voting Council member to represent the Dean and facilitate communication with College leadership.

Meetings. Regular Council meetings occur quarterly. They are scheduled during the fall and spring term to accommodate members on nine-month appointments. Additional meetings may be called to address urgent issues at the discretion of the Chair. Council members are expected to attend scheduled meetings which are open to all interested individuals. Specific persons may be invited as needed to facilitate the work of the Council.

Review and Revision. These guidelines serve as a living reference for the Council, to be updated and revised as the Council evolves. They are meant to change with the needs of the College. Accordingly, these guidelines are subject to regular review and revision by the Council in consultation with the Dean.