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Academic Affairs Diversity Taskforce

Academic Affairs Division

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2023

## Academic Affairs Diversity Taskforce eNewsletter #007

Academic Affairs Diversity Taskforce  
*University of Central Florida*

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# Academic Affairs Diversity Taskforce

“Committed to a globalized, competitive and innovative workforce through diversity and inclusiveness”

## Academic Affairs Diversity Taskforce Newsletter

Information on professional development and Diversity & Inclusion related news and events delivered directly to your inbox every semester. For suggestions or comments, please contact [Elisabeth Greenwood](#) or [Megan Haught](#).

### Welcome LaVerne Parchman

LaVerne D. Parchman is an experienced human resources professional. She has spent over a decade in the industry, focusing on fostering supportive relationships and serving as a bridge between clients and organizations. With expertise in employee relations, performance management, and new hire orientation, LaVerne excels at implementing innovative projects to align company culture with talent acquisition processes and organizational goals. Driven by her passion for the field, she devotes herself entirely to overcoming challenges and thinking outside the box. She strives to build relationships with every employee, creating an exceptional work environment for all.



“Diversity is not about how we differ. Diversity is about embracing one another’s uniqueness.”  
- Ola Joseph

### Join the Taskforce!

The Academic Affairs Diversity Taskforce is looking to expand members! The Academic Affairs Diversity Taskforce is committed to a globalized competitive and innovative workforce through diversity and inclusiveness. The committee serves under the leadership of Abbee Camen, Associate Director, Employment Services and Records. Meetings are one hour each quarter. We are looking for members to assist with one of these sub-committees:

- Manager Training Curriculum - Develop a manager training curriculum
- Diversity Course Curriculum - Develop an interactive Diversity Course
- Diversity Speaker Series - Select and coordinate speakers to present on Diversity topics

Current members are from UCF IT, Division of Digital Learning, Office of Instructional Resources, UCF Library, Space Administration and Academic Affairs Business Center. We would like to extend membership to the following:

- Provost Operations
- Academic Program Quality
- Faculty Excellence
- Information Knowledge Management
- UCF Downtown
- Faculty Senate
- Center for Higher Educational Innovation
- Analytics and Integrative Planning (AIP)
- Operational Excellence and Assessment Support
- Faculty Center for Teaching and Learning
- UCF Connect
- Continuing Education
- Student Learning and Academic Success

If you are interested joining either the taskforce or a sub-committee, please email [Elisabeth Greenwood](#) to learn more. Depending on amount of interest, we may have to create a waiting list to contact new individuals as other members rotate off the committee or taskforce.

### Diversity & Inclusion Training on LinkedIn Learning

Did you know that as an UCF employee you have access to the full catalog of LinkedIn Learning courses within Workday. Just log into Workday and navigate to the Learning section to search by provider to find these free to courses enhance vital skills and can help advance your career with UCF.

With LinkedIn Learning, you can:

- access expert-led courses
- earn a certificate when you complete a course
- use project files and quizzes to practice while you learn
- view courses or videos anytime on your computer or phone

Suggested courses for helping create and support a diverse workplace:

- [A Managers' Guide to Inclusive Teams](#)
- [Be an Inclusive Organization People Won't Leave](#)
- [Creating Psychological Safety for Diverse Teams](#)
- [Creating Inclusive Learning Experiences](#)
- [Developing a Diversity, Inclusion and Belonging Program](#)
- [Digital Accessibility in the Modern Workplace](#)
- [Diversity Recruiting](#)
- [Fostering Belonging as a Leader](#)
- [Inclusive Leadership](#)
- [Managing a Diverse Team](#)
- [Managing Multiple Generations](#)

LinkedIn Learning will provide a certification on completion of each of these courses which will be automatically added to your completed training list in Workday.

For more information on LinkedIn Learning series curated for Academic Affairs, please refer to the [Academic Affairs Diversity Taskforce STARS page](#).

### Diversity Speaker Series

Keep an eye on [our events calendar](#) for upcoming sessions!

If you are interested in presenting a Diversity Speaker Series webinar, please reach out to [Megan Haught](#).

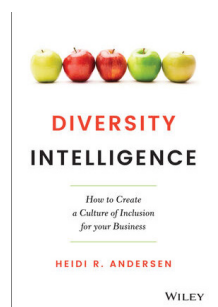
### The More You Know

#### Diversity intelligence: how to create a culture of inclusion for your business

by Heidi R. Andersen

Keynote speaker and diversity and inclusion expert Heidi R. Andersen delivers a step-by-step walkthrough of how to create an inclusive culture, and break down the barriers to achieving diversity. You'll find practical advice for creating the necessary cultural transformation that results in diversity intelligence, reaching well beneath the surface until it's embedded in the foundation of your organization. The author describes the tools, methods, concepts, and goals that are essential to this transformation.

[Read online through UCF Libraries](#)



#### Inside HigherEd: [Eliminating Alibis: Diversifying Applicant Pools Requires Writing Better Job Ads](#)

“People of color just don’t apply.” “The problem is the pipeline.” “Well, it’s a small town, so of course it’s hard to recruit Black and Latinx staff—there’s nothing we can do about that.” If you’ve sat on a university hiring committee, you’ve probably heard one of those statements. They’re meant to provide an alibi, explaining the inevitability of a primarily white applicant pool. But what if search committees began planning for a diverse pool of applicants right from the very beginning—first and most importantly when they’re designing the job itself—and then when they’re writing the job posting? This brief guide to writing a job advertisement for positions in higher education is meant to help eliminate alibis on hiring committees.