

SCHOOL OF BEHAVIORAL HEALTH DIVERSITY AND INCLUSION COMMITTEE PURPOSES

The emphasis of the Diversity and Inclusion Committees in the School of Behavioral Health (in each department and school-wide—see attached organizational charts) is to develop and implement policies and programs designed to promote the diversity of students, faculty and staff. Priority is given to the utmost importance of maintaining a collaborative, inclusive atmosphere for all individuals. Three key principles support the intentionality of each committee. These are: *diversity* (diverse representation of students, faculty, and staff), *equity* (fair treatment, equal opportunity, and fairness in access to information and resources), and *inclusion* (a climate of belonging by actively inviting the contribution and participation of all people) (See Figure 3: DEI).



Figure 3. Model of D, E, and I organizational components (Source: University of Florida George A. Smathers Libraries).

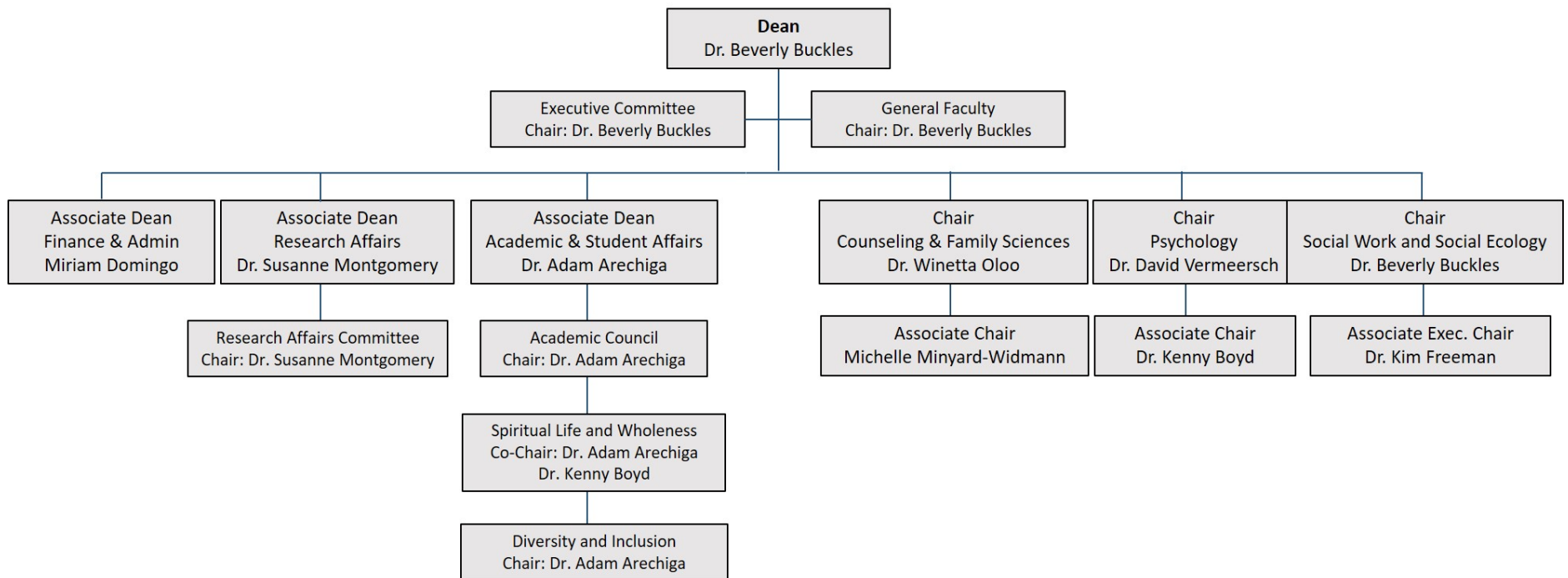
As such, each Diversity and Inclusion Committee is charged with the following purposes: (a) raising and discussing issues related to diversity, equity, and inclusion, (b) promoting an awareness of and sensitivity to these issues through various socio-academic programming activities, and (c) improving the recruitment and retention of diverse students and faculty. To support these purposes each committee is to consider the following:

Student Retention. Engaging in efforts to retain our students from diverse backgrounds (e.g., social events, colloquium, disseminating information regarding diversity scholarships and mentorship opportunities).

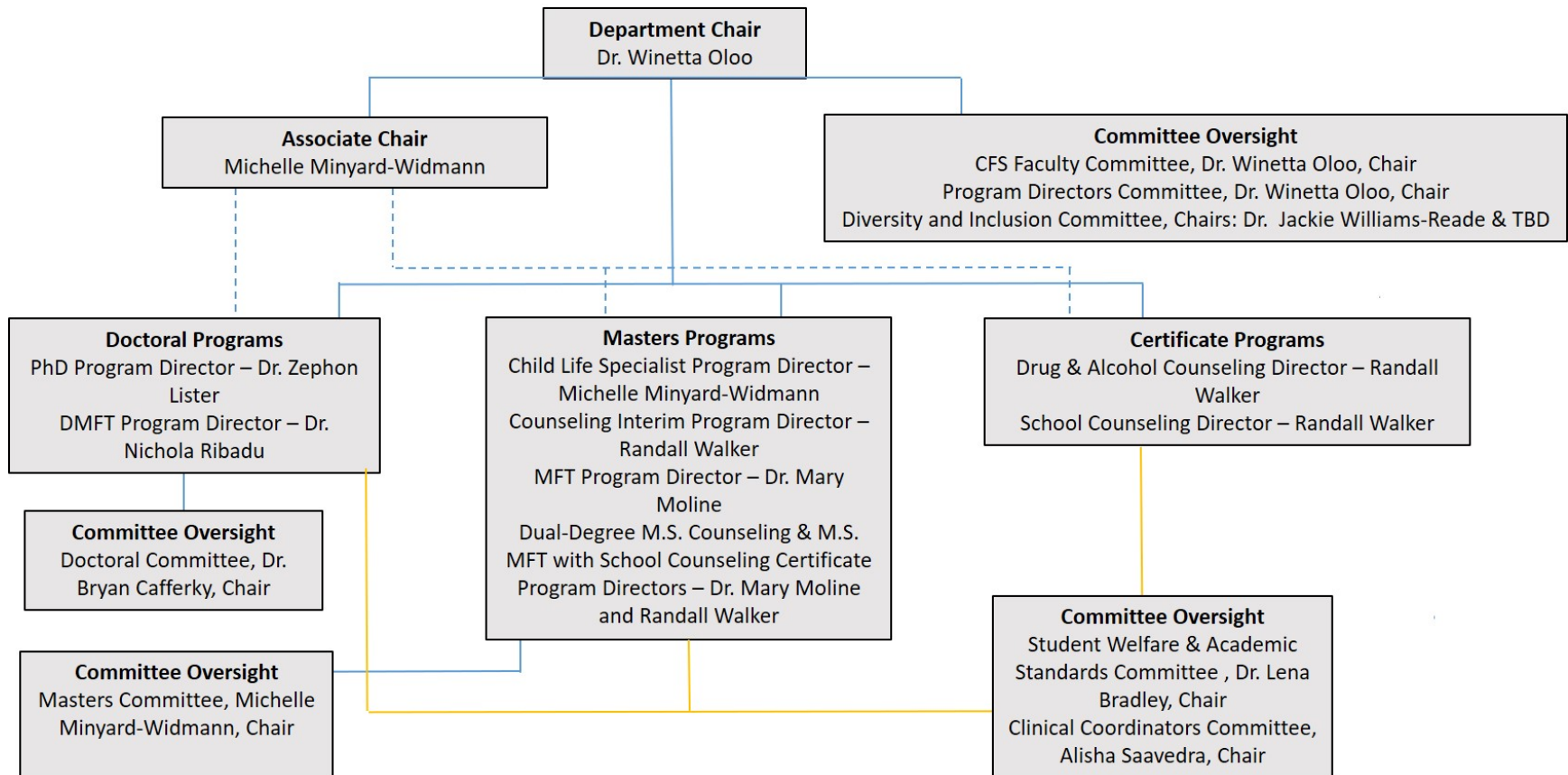
Targeted Student Recruitment. Identifying communities and methods for communicating with to encourage future students to consider careers in behavioral health (e.g., outreach to specific communities, clubs, identifying scholarship funds, fund-raising for scholarships, engaging alumni and known community members to serve as mentors, and pipeline academy expansion).

Faculty Recruitment. Identifying ways to increase the number of under-represented faculty to support student recruitment and retention (e.g., openings to give priority to mirroring student and clinical populations, engagement of community professionals of color, and increase use of persons of color to support contract teaching and clinical supervision).

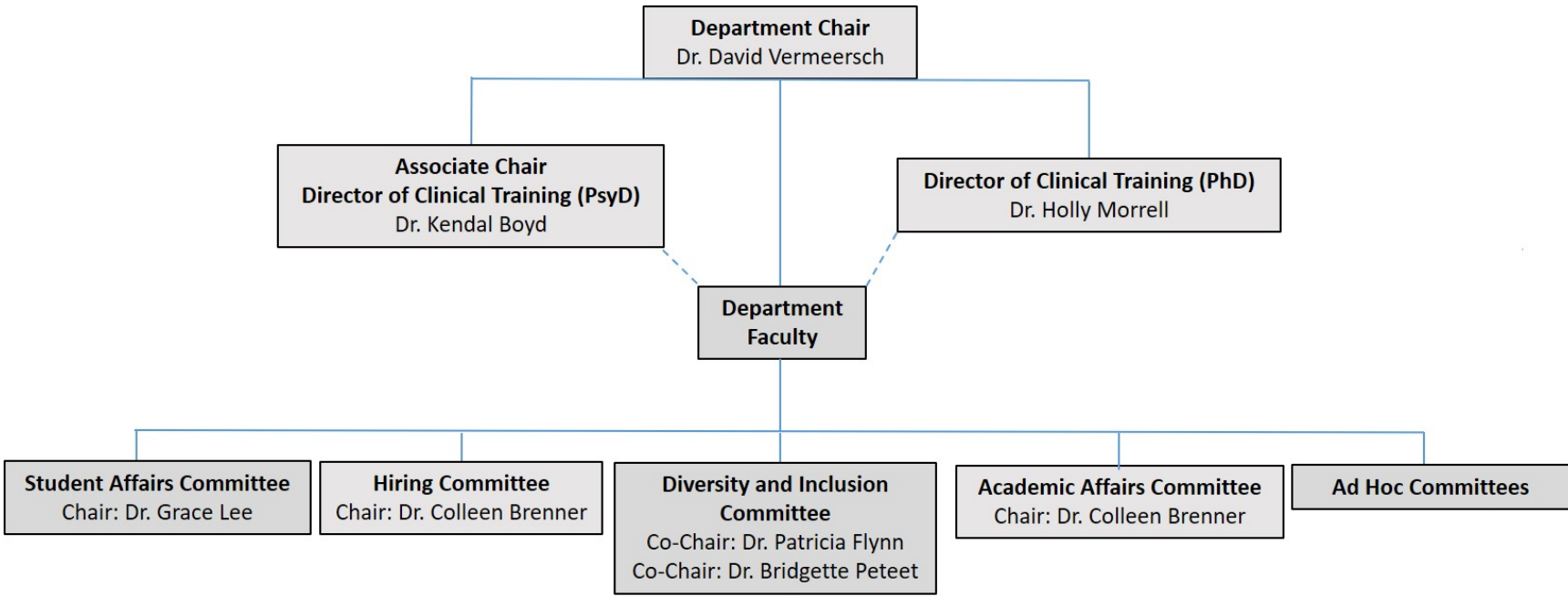
School of Behavioral Health



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Department of Counseling & Family Sciences**



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