



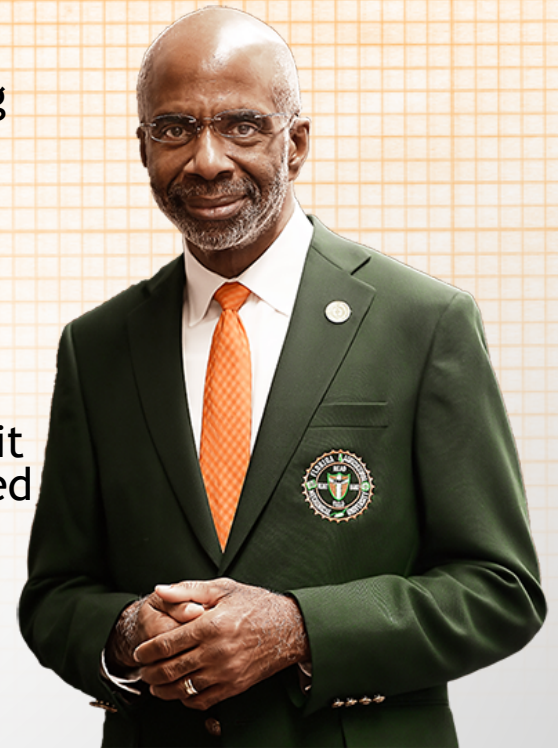
“At FAMU, Great Things Are Happening Every Day.”

established 1887

FAMU is fully committed to diversity and inclusion

FAMU has always embraced diversity and inclusion as it relates to understanding and valuing differences, as well as leveraging the differences and similarities of all of our University constituents and key stakeholders for the greater good of our university.

We will be celebrating 133 years of Excellence with Caring in October of this year. What I do know to be true is that it took everyone working together to get us where we are today, and it will take everyone working together to get us to where we need to be.



-LARRY ROBINSON, Ph.D.
 University President
 Florida Agricultural and Mechanical University



FAMU is fully committed to diversity and inclusive excellence

*Our culture is fueled by our diversity;
Strengthened by inclusion;
Upheld by tradition;
Propelled by innovation...and...research;
Infused with courage; and
Sustained by our willingness to own our mistakes as we learn from them and move forward...*

*We own our success, because it generates excitement;
We pursue our destiny because it is where we are meant to be;
We fulfill our purpose because society demands it....*

*We want you for all you have to offer;
We want you to want us because of what we have to offer...
An affordable, high quality education; the opportunity to engage in deliberate research; and, noble service.*

We will make you a better you and will provide you with a direct path to life long success beyond the boundaries of our locations and into the global communities...

Why....

Because we are Florida Agricultural and Mechanical University....

Because we are FAMU!

*~JOYCE A. INGRAM
Associate VP, Chief Human Resources and Diversity Officer
Florida Agricultural and Mechanical University*



So What is Diversity and Inclusion?



Diversity and Inclusion: Strategic Alignment

University Strategic Plan “FAMU Rising” was approved by BOT.

Mission: FAMU is an 1890 land-grant institution dedicated to...*FAMU embraces persons of all races, ethnic origins and nationalities as life-long members of the university community.*

Vision: FAMU will be recognized as a premier land-grant, doctoral-research university that produces globally competitive graduates.

Core Values: Scholarship, Excellence, Openness, Fiscal Responsibility, Accountability, Collaboration, *Diversity*, Service, Fairness, Courage, Integrity, Respect, Collegiality, Freedom, Ethics and Shared Governance.

University Strategic Priorities 1, 2 and 5: Exceptional Student Experience, Excellent and Renowned Faculty and First-Class Business Infrastructure.



Structure - Compliance, Diversity & Inclusion

Inclusion

→ It's about Stakeholder Engagement.

Diversity

→ It's about our Culture.

Compliance

→ It's about the Law.



Diversity and Inclusion Structure

Champion
University President

Organizational Champions
Provost, VPs, Directors

Council
Faculty, Staff, Students

HR Facilitators/Liaisons
Chief HR Officer and HR Leadership
Team



Diversity and Inclusion - Defined

Diversity and Inclusion - About the Culture and Engagement

- It goes far beyond just race and gender
- It's all about the culture and engagement; understanding and respecting the differences of individuals, their respective cultures and leveraging those differences (and similarities) for the greater good of the Institution and State University System

Compliance - About the Law

- Federal
- State
- Local



Diversity and Inclusion Council Seven (7) Key Focus Areas

Faculty, Students, Staff
Engagement

Organizational
Development and Training

Recruitment Development
and Retention

Communication

Community and Global
Engagement

Policy and Program
Development

Measurement and Reporting

General Diversity and
Inclusion Initiatives

Strategic Plan

Culture Survey

HR Projects:

- D&I website
- Training



Next Steps:



6) Ongoing development & implementation of the framework

4) Share Survey results with University Leadership/Campus Community



5) Develop Strategies to address culture opportunities/gaps through the Key Focus Areas



3) Conduct Culture Survey and Internal Assessment



2) Create Subcommittees to support the seven key focus areas.

Seven (7) Key Focus Areas

- Faculty, Students and Staff Engagement;
- Organizational Development and Training;
- Recruitment, Development & Retention;
- Community and Global Engagement;
- Communication;
- Policy and Program Development;
- Measurement and Reporting



1) Create a University-wide Diversity & Inclusion Council

