2017-2019
PRIORITIES AND ACCOMPLISHMENTS
OFFICE OF DIVERSITY AND INCLUSION
CONTENTS

MESSAGE FROM THE CHANCELLOR .......................... 4
HISTORY OF DIVERSITY INITIATIVES ...................... 4
STRATEGIC GOAL 1 ........................................... 5
PROGRESS REPORT .......................................... 5
STRATEGIC GOAL 2 ........................................... 6
STRATEGIC GOAL 3 ........................................... 6
RESPECTING IDENTITIES .................................... 7
STRATEGIC GOAL 4 ........................................... 8
IN THE SPOTLIGHT: DR. KAMESHA GABIDDON .......... 8
STRATEGIC GOAL 5 ........................................... 9
DIVERSITY RECRUITMENT AND ACCESS INITIATIVES .. 9
STUDENT SUPPORT SERVICES PROGRAM ............... 10
STRATEGIC GOAL 6 ........................................... 11
DIVERSITY WORKSHOPS, TRAININGS, COURSES,
SEMINARS AND SYMPOSIA ................................. 11
DIVERSITY SPOTLIGHT ....................................... 13
LOOKING AHEAD ............................................. 14

“ ’We value the strength that diversity brings, and we invite global perspectives and people of all backgrounds and perspectives to join us and work with us.”

– Martin Tadlock, Regional Chancellor
WELCOME FROM THE DIVERSITY AND INCLUSION OFFICE!

You hold in your hands the first progress report on USFSP’s diversity and inclusion efforts since the adoption of our inaugural Diversity and Inclusion Action Plan (DIAP) in February 2018. This update is reflective of dedicated efforts of many people who help to make our university a welcoming place for all.

In 2017, over the course of a year, a team of committed stakeholders from across our campus and the surrounding community drafted USFSP’s inaugural Diversity and Inclusion Action Plan 2018-2021 (DIAP) with the intent to implement best practices that would have a lasting effect on the institution. The plan was vetted throughout the campus and approved by the USFSP Campus Board in February 2018.

Using the DIAP as a roadmap, the Diversity and Inclusion Office (DIO) provides leadership, resources, partnership, and support to uphold the University’s Core Value of Inclusive Community. This is done through collaboration with various university departments, university leadership, faculty, staff, students and various offices throughout the USF System, the City of St. Petersburg and community organizations.

At USFSP, we believe that diversity and inclusion are essential components of high academic and institutional quality. Every member of our university community is vital to our success and each unique perspective makes up the very fabric of who we are as a university.

While we are proud of the efforts documented in this first update, we recognize there is still plenty of road to cover, and we remain committed to supporting USFSP’s Inclusive Community. I offer my gratitude to all the individuals and organizations that work toward and support this goal. Together with our partners, we remain committed to building a welcoming, inclusive campus environment for all.

Michelle Madden, Ed.D.
Campus Diversity Officer & Director of Institutional Effectiveness and Assessment
MESSAGE FROM THE CHANCELLOR

Dear USFSP Community,

We are very pleased to present you with USF St. Petersburg’s first progress report since the adoption of our diversity and inclusion action plan. As we consider the progress made towards becoming a more inclusive community, I want to thank you for your support of our efforts and accomplishments thus far.

This Year In Review document represents some of our campus efforts and activities since the February 2018 adoption of the inaugural Diversity and Inclusion Plan. Stakeholders from across the university, the USF System, the City of St. Petersburg and beyond are working with us to actualize our goal of being a truly Inclusive Community for all who live, work and visit our beautiful campus. This includes all members of our community, all of the time.

We recognize the importance of diversity and inclusion to our campus community and to the community in which we live. We continue to strive to be that kind of place where each person on our campus feels welcomed, is engaged and personally connected to USFSP. We value the strength that diversity brings and we invite global perspectives and people of all backgrounds and perspectives to join us and work with us.

As we work towards consolidation of the three USF campuses, we remain committed to our ideals of sustaining and supporting a truly inclusive community. Our collaboration with the Tampa and Sarasota-Manatee campuses will strengthen our resolve to provide a world class educational experience enhanced by new opportunities.

Though we celebrate our efforts and our successes to this point, we recognize there is still work to be done. Your continued support of our students, faculty and staff are invaluable as we strive to live our values in the Tampa Bay region. Thank you for your continued support and GO BULLS!

Martin Tadlock, Ph.D.
Regional Chancellor

HISTORY OF DIVERSITY INITIATIVES

For more than a decade, the Chancellor’s Advisory Council on Issues of Diversity and Inclusive Community (CADIC), has championed diversity and inclusion efforts at USFSP. An advisory board to the Regional Chancellor, members of CADIC include faculty, staff, administrators and students from across the university. CADIC works closely with the CDO to create a climate and sense of community within the university that is safe, affirming and inviting for all students, staff, faculty and administrators.

Denelta Adderty-Henry
Bharat Bharat
Deanna Bullard
Maria Caban-Garcia
Roy Callihan
Goliath Davis
Serge Desir
Kemesha Gabbidon
Javier Gonzales
Patricia Helton
Olivia Hodges
Cecil Howard
Tristen Johnson
Penethia Psalms Mack
Michelle Madden
Jill McCracken
Robert (Barry) McDowell
James (Jamie) McHale
Deanna Michael
LaSonya Moore
Patricia Pettijohn
Amari Ross
Anita Salgal-Patel
Sharon Segrest
Marketa Teal
Brenda Townsend-Walker
Allyson Watson
Milton White
Nisuka Williams

HIGHLIGHTS

2016
Creation of a Diversity and Inclusion Office and hiring of Chief Diversity Officer
Establishment of Vice Chancellor’s Minority Post-Doctoral Fellows program and successful hire of Fellow

2017
Drafting of the inaugural Diversity and Inclusion Plan

2018
Publication of the first Diversity and Inclusion Action Plan (DIAP) for USF St. Petersburg
Creation of Emerging Scholars Program, a four year scholarship, for high achieving students from local Pinellas County Schools
Creation of the Pinellas Access To Higher Education (PATHe) to promote access for Pinellas County residents to St. Petersburg College and USF St. Petersburg. The program hired four student counselors and accepted 32 students into the program
Creation of the first FUSE Scholarships for Pinellas County residents worth $25,000, which guarantee selected students enrolled at St. Petersburg College entry to USF St. Petersburg

2019
Five-fold increase in Diversity and Inclusion spending and investments over the last three academic years, from the Chancellor’s Office
Establishment of baseline and trend diversity data for the last three years
Implementation of a Campus Climate Survey related in part to diversity and inclusion
Creation of a new Blue and Gold Scholarship that awards $40,000 to Pinellas County high school students to attend St. Petersburg College and enter USF St. Petersburg
DIVERSITY INCLUSION ACTION PLAN

PROGRESS REPORT

IMPLEMENTATION OF STUDENT CLIMATE SURVEY ON DIVERSITY, INCLUSION AND SEXUAL VIOLENCE

In spring 2019, USFSP conducted a Student Campus Climate Survey to measure attitudes and perceptions relating to sexual violence, as well as diversity and inclusion. Of USF St. Petersburg respondents:

- **95%** felt safe on campus
- **86%** think faculty are genuinely concerned about their welfare
- **91%** said diversity is fully embraced within the campus culture
- **82%** said all students feel welcome and supported regardless of background
- **87%** said diversity is reflected in the student body
- **85%** know where to go to get help if they or a friend experienced sexual violence

While many of the takeaways were positive, the exercise also uncovered areas that university officials believe require additional attention. For example, the survey found Black respondents were less likely to report positive perceptions and experiences with diversity and inclusion and that respondents of all races said they felt the need to hide some aspect of their identity to fit in.

Looking ahead, university leaders will use the data to inform programming and recommend changes to operations at USF St. Petersburg to help students feel safe and included on campus. The USF St. Petersburg Student Government will also be involved in creating opportunities for students to make their voices heard on these topics.

STRATEGIC GOAL 1

CLEARLY DEFINE, PUBLICIZE, AND IMPLEMENT THE UNIVERSITY’S COMMITMENT TO DIVERSITY AND INCLUSION

The DIAP’s first strategic goal focuses on demonstrating the university’s dedication to being an inclusive community, tracking progress toward diversity goals and encouraging all departments and units within the university to create their own diversity initiatives and report on them annually. It also calls for establishing sustainable funding for diversity and inclusion initiatives.

Led by Marina Martinez, Career Programs Specialist, the Division of Student Affairs created a Diversity and Inclusion Workgroup and developed its own DIAP with four goals:

1. Improve persistence and graduation rates of students from underrepresented populations;
2. Improve and sustain an environment where students and staff of all identities feel included and supported;
3. Increase recruitment, hiring, retention and promotion of staff from underrepresented populations; and
4. Improve training opportunities focused on diversity and inclusion to strengthen multicultural competency for students and staff.

Investments in Diversity and Inclusion Efforts

Funding for diversity initiatives from the Chancellor’s Office has increased five-fold from 2017 to 2019. Planned investments for 2020 are discussed in the Looking Ahead section. These expenditures reflect the Chancellor’s Office only, as each college and department have separate budgets for additional diversity and inclusion initiatives.

Diversity Expenditures and Projected Investments
Fiscal Year 2018-2020

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Establishment of a Data Baseline

With collaboration from the USF System Office of Decision Support, and the USF St. Petersburg Office of Administration and Finance, DIO established trend data for the last three years. Using federally reported Integrated Postsecondary Education Data System (IPEDS) data, documents from the USF Info Center and other university information, this data will serve as a baseline for future measures of diversity and inclusion data. Information was presented to the USFSP Campus Board on July 10, 2019.

Documenting Annual Progress

USF St. Petersburg, in collaboration with USF Tampa and USF Sarasota-Manatee, submitted the annual USF System Equity Report to the Florida Board of Governors in July 2019. The annual Educational Equity Update is a reporting tool that enables the Florida Board of Governors (BOG) to monitor and ensure that the provisions of The Florida Educational Equity Act (FEEA), Florida Statutes, and other state and federal legislation are adhered to, and that educational resources are equitably distributed. Such legislation mandates that students and employees should not be discriminated against on the basis of race, ethnicity, national origin, gender, disability or marital status.

Diversity and Inclusion Reporting Requirements

The DIO initiated annual reporting requirements related to diversity and inclusion for all university departments and units. The Office of Institutional Effectiveness and Assessment gathers these reports, along with all other institutional reports required for system, state and regional accreditation processes.

STRATEGIC GOAL 3

CREATE A WELCOMING ENVIRONMENT FOR ALL INDIVIDUALS REGARDLESS OF RACE, GENDER IDENTITY, AGE, TYPES OR ABILITY, SEX, SEXUAL ORIENTATION, FAITH, NATIONALITY, ETHNICITY, SOCIOECONOMIC BACKGROUND, JOB ROLE AND FUNCTION, CULTURE, VIEWPOINTS AND FAMILIAL STATUS

University Approaches to Engage Students

- The Division of Student Affairs and Student Success’ Diversity and Inclusion Committee meets regularly to measure progress on initiatives in support of the goals in its Diversity Plan (see Strategic Goal 1).
- The Nelson Poynter Memorial Library also has an active Diversity Committee and an established Strategic Plan that focuses on diversity and inclusion.
- Annually, the Office of Multicultural Affairs (OMA) hosts an end-of-year banquet to celebrate the accomplishments of various student organizations that support the unique identities of our students.
- Students, faculty and staff from USFSP in association with the OMA, organize and participate in the Dr. Martin Luther King, Jr. parade (January), and the St. Pete Pride Celebration (June), held annually in downtown St. Petersburg.

Open Forums on Diversity

The Office of Multicultural Affairs (OMA) led by Assistant Director Tristen Johnson, cultivates an awareness and appreciation of all people through exposure of differences and similarities of culture, ideas and backgrounds, regardless of age, ethnicity, race, national origin, gender, sexual orientation, ability, or physical qualities. OMA facilitates student engagement and development through educational programming, trainings and workshops throughout the year.

The award winning bi-weekly series, “Wednesdays in the O”, hosted by OMA, is a space where students, faculty and staff learn about various social topics and connect with others who represent various cultures. Previous sessions have included: Redefining LatinX, Racism & Disney, Body Image & Beauty and National Coming Out Day.
The Nelson Poynter Memorial Library (NPML) hosted events and exhibits celebrating different cultures and identities, including: Black History Month Bingo; Global Initiatives Coffee Social; Veterans Photography Display; Fulbright Scholar presentations; a Sexual Assault Awareness Display; an information session on the U.S. Department of State’s Benjamin A. Gilman International Scholarship grant program that enables students of limited financial means to study abroad; Professor Raymond Arsenault’s presentation on his New York Times notable book, Arthur Ashe: A Life, and a presentation by Dr. Larissa Kopytoff on The Travels and Tribulations of an African Prince.

NPML also hosted a “Living Library,” in which visitors “check out” and have a conversation with diverse individuals, such as a student with learning disabilities, a transgender advocate and a successful attorney who overcame a childhood of poverty and violence.

The Library maintains the Weekly Challenger newspaper archive, which provides invaluable primary history of African American life in St. Petersburg. In 2018-2019, NMPL developed a new online teaching resource called Weekly Challenger Chronology and Research Guide.

The Veteran’s and Military Success Center provides educational benefit programs and other supportive services to veterans, active-duty military, national guardsmen and reservists enrolled at USF St. Petersburg.

The University Student Center offers gender neutral restrooms.

The Office of Global Initiatives sponsors an International Club to support international students and educate one another about different cultures.

A Global Initiatives Advisory Council makes recommendations to campus leadership and the Office of Global Initiatives on strategic initiatives for international education and programs at USF St. Petersburg.

USF St. Petersburg offers Residential Community Programs (RCP) emphasizing identity, an academic major or an area of interest. In 2018/2019, Housing and Residence Life created three new RCPs:

- Stonewall Suites offers peer support for students as they explore and understand the experience of LGBTQIA+ students on campus and off.

- Global House provides students the opportunity to explore global interests while becoming ethical and engaged global citizens.

- TRANSFERmation supports transfer students, who make up the majority of the USF St. Petersburg student population.

The Women in Leadership Initiative (WALI) at the Kate Tiedemann College of Business supports the education, empowerment and professional success of women.

The Career Center partnered with the Florida Women’s Conference to send five students to the College Women on the Rise program and one student won a $1,000 scholarship.

The Division of Student Affairs & Student Success provides an accommodating environment for students with disabilities in accordance with the Americans With Disabilities Act (ADA) through accessible room setups and recreational equipment.

The office of Student Disabilities Services (SDS) ensures students with disabilities have equitable and accessible education.

The Center for Innovative Teaching and Learning (CITL) created a campus immersion assignment for visually impaired, hearing impaired and physically impaired students that uses video, closed captioning, enhanced audio and Canvas resources.
STRATEGIC GOAL 4
RECRUIT, RETAIN AND PROMOTE MORE WOMEN AND INDIVIDUALS FROM UNDERREPRESENTED BACKGROUNDS IN FACULTY, STAFF AND ADMINISTRATOR LEVEL POSITIONS

Recruiting and Hiring Best Practices

In 2018, Human Resources (HR) and the DIO revamped hiring procedures to include regular communication and collaboration with the Campus Diversity Officer. Additionally, HR works with USF System’s Office of Diversity, Inclusion and Equal Opportunity (DIEO) to provide diversity and inclusion hiring best practices and Equal Opportunity Liaison training. All USFSP career hiring searches begin by meeting with a HR representative who confirms search guidelines and the University’s commitment to excellence, inclusivity and diversity.

In an effort to attract more diverse candidates, HR posts jobs in outlets with diverse audiences, including:

- Insight to Diversity
- Diverse Issues in Higher Ed
- Hispanic Outlook
- Women in (Higher) Education

Select career opportunities are also featured in:

- Society of American Archivists, Color Section
- Asian/Pacific American Librarians Association
- Reforma (National Association to Promote Library & Information Services to Latinos and the Spanish Speaking)
- BCALA – Black Caucus ALA
- Chinese American Librarian Association
- NAFSA job registry
- PhD Project
- Chronicle of Higher Ed
- American Accounting Association

I have had a positive experience at USFSP and established great relationships with faculty, staff, administration and students. My mentor and I have an excellent working relationship; she considers me a peer and respects my contributions which is an invaluable experience.

IN THE SPOTLIGHT:
Dr. Kamesha Gabiddon

Dr. Kamesha Gabiddon is USFSP’s first Vice Chancellor’s Underrepresented Minority Post Doctoral Fellow. This fellowship was created in 2016 to increase diversity among USF St. Petersburg faculty while providing additional research support to current faculty. Dr. Gabiddon received her doctorate from Florida International University. Her research investigates the socio-cultural contexts and psychosocial determinants influencing the sexual and gynecological health of largely underserved populations (socio-economically disadvantaged, racial and ethnic minorities and immigrants). Dr. Gabbidon serves as a research fellow in the Psychology Department in the College of Arts and Sciences and is a member of CADIC. Kamesha was instrumental in the implementation of the 2019 Campus Climate Survey and she facilitated a follow up student focus group that further investigated student perceptions of sexual violence, sexual harassment and Title IX procedures on our campus.
DIVERSITY RECRUITMENT AND ACCESS INITIATIVES

Pinellas Access to Higher Education (PATHe)
PATHe is a collaboration with St. Petersburg College that began in 2018 with support from the Florida Legislature to provide equitable, flexible and attainable pathways to ensure higher education for all students in Pinellas County. The vision of PATHe is to increase the number of students attaining post-secondary degrees in Pinellas county, thereby creating avenues for economic mobility for students, filling skills gaps, meeting workforce needs and improving the overall economic health of Pinellas County. The program funded four PATHe counselors to serve as student advisors on the USFSP campus and in local area schools. In 2018-19, the Compass Student Experience Office that oversees PATHe organized 14 community events and 32 students accepted an invitation to join the USFSP program.

FUSE
The FUSE program started in 2016 to assist selected students who enroll at St. Petersburg College a guaranteed pathway to enrollment and advising to ensure timely completion of their baccalaureate degree at USF St. Petersburg. In AY 18-19, USF St. Petersburg designated $25,000 toward FUSE Scholarships. The program includes eight other state colleges.

2019 Florida Equity Report
The Florida Equity Report identifies, measures and provides an analysis of equity, as well as recommendations by which Florida public universities may make improvements for the appropriate representation of women and minorities in selected areas. The data are obtained from the USF System Office of Decision Support through the Integrated Postsecondary Education Data System (IPEDS).

In 2019, USFSP created the Committee for Underrepresented Students, co-chaired by Assistant Regional Vice Chancellor for Student Affairs and Student Success, Dr. Jacob Diaz and Assistant Regional Vice Chancellor for Enrollment Planning and Management, Shari Schwartz. The committee includes stakeholders from various departments across campus working with students and community partners. The purpose of the committee is identifying strategies to increase and support underrepresented student populations, especially males, and students of color. The committee meets regularly and proposes initiatives and improvements to the Chancellor’s Cabinet.
USFSP’s Student Support Services Program

The USF St. Petersburg Student Support Services Program (SSS) is a well sought after retention program that provides effective academic and personal support for a diverse student population. The program is designed to significantly increase the retention and graduation rates of its participants.

This program is designed for students who have been identified as having an academic need and are either first-generation college students, have a low-income family status, or both. SSS is designed to significantly increase the retention and graduation rates of its participants. We are committed to providing proactive, inclusive, comprehensive and innovative services to enhance our student's success at USFSP. Our office provides a plethora of services including individualized academic advising, counseling, coaching, financial aid assistance, social and cultural enrichment programs, employment and workshops that broaden career perspectives, improve academic skills, promote self-confidence and address various non-cognitive factors.

Student Benefits

- The summer program is free to all students who complete the FAFSA and meet income requirements (tuition, housing, books, meals)
- Receive personalized academic advising and counseling
- Receive priority summer housing
- Receive a head start on the fall curriculum by earning nine credit hours
- Enhance study-skills and problem solving
- Explore career goals or major choice
- Discover the campus and the surrounding St. Petersburg area
- Make friends with other students before the fall semester

The Student Support Services (SSS) Program admitted its first cohort of 10 program participants at the University of South Florida St. Petersburg campus. SSS launched its start with a Summer Bridge program that included an SSS Week of Welcome and college success workshops. In partnership with the USFSP Career Center and Campus Recreation, program participants sailed across the bay while engaging in career exploration using positive visualization. The Summer Bridge resulted in 100% of program participants completing their first term in good academic standing and 100% of participants returning in the fall.
Diversity Workshops, Trainings, Courses, Seminars and Symposia

Inclusion and Diversity in the Development of Coursework

• The Psychology Department in the College of Arts and Sciences earned distinction for being a National Model of Excellence for Diversity and Inclusion for demonstrating significant commitment to diversity, inclusive excellence and equal opportunity in the areas of Diversity Teaching, Hiring, Training, Dialoguing, Retention (Students & Faculty/Staff), Diversity Research, Diversity Programming and Establishment of Diversity Committees. The College intends to use the department as a model to replicate in other departments.

• The Kate Tiedemann College of Business engages with students and the community in ways that support diverse populations, such as:
  - Volunteer Income Tax Assistance Program in which 23 accounting students generated over $1,300,000 in federal tax credits to low-income residents in Pinellas County;
  - A Marketing class project to increase enrollment at the St. Pete YWCA Child Development Center;
  - A Graduate Business Association student organization that partnered with Project Prosper to teach financial literacy courses to immigrants and refugees; and
  - Elective courses, HR Management, Economics of Women and Men at Work that engage students to learn about diversity, inclusion and cultural differences.

• In 2019, the theme for the fourth annual Bay-to-Bay Symposium, organized by the Center for Innovation in Teaching and Learning (CITL), was Diversity in Action. The conference focused on engaging underrepresented populations and promoting learning through diverse experiences. The keynote address was delivered by Dr. Freeman A. Hrabowski III, President of the University of Maryland, Baltimore County (UMBC), a nationally recognized leader in increasing underrepresented student achievement in STEM areas.

• During the annual Week of Teaching, Student Disability Services presented a workshop focused on classroom management strategies and university resources for students with disabilities.

• CITL offered a webinar on the Impact of Captions & Transcripts on Student Learning & Comprehension.

• OMA offers multicultural, diversity and social justice related workshops, such as a monthly Safe Zone Ally Training which educates future leaders and our community on the issues relevant to lesbian, gay, bisexual, transgender/transsexual and queer/questioning peers by certifying supportive allies to promote understanding and advocacy.

• The Division of Student Affairs & Student Success hosts professional development sessions on inclusive practices, including a professional development day focused on disability services and access for students.

• DIO offered a training on Mentoring Students of Color: Build Relationships that Foster Cross-Cultural Understanding, Trust & Accountability to Ensure Their Success.
IN THE SPOTLIGHT:
STEM Summer Robotics Camp Recognized with Insight Into Diversity Award

In Summer 2018, the College of Education hosted its first annual STEM Robotics Summer Camp for local fifth, sixth, seventh and eighth graders. The camp is designed to inspire young students while promoting critical thinking and problem-solving skills through diverse activities in computer science, engineering, robotics and applied math – as well as a bit of marine science. The camp provides the next generation of STEM leaders the opportunity to experience hands-on learning – from building a robot to creating a working model of a roller coaster. Campers learn from a variety of educators, including faculty from USF St. Petersburg and the USF College of Marine Science, as well as Pinellas County teachers and experts from Microsoft. In 2019, the camp received an Inspiring Programs in STEM Award from Insight Into Diversity, which recognizes colleges, universities and organizations for programs that are improving access to STEM fields from underrepresented groups.

Creating Opportunities for Open Dialogue

• The Quality Enhancement Program and the Open Partner Education Network hosted Kuany Kir Kuany from UNESCO who led a week of leadership trainings at USFSP, USFT and Eckerd College to foster development of student and community-led projects around the theme of Common Ground, emphasizing community building, civility and inclusion. The planning team included more than 50 people (students, faculty, staff, community members, city employees) from USFSP, USFSM, USFT, Eckerd College, OPEN and the City of St. Petersburg.

• In Spring 2019, Academic Affairs sponsored a monthly Delicious Dialogue series featuring USFSP faculty members who addressed the opposite sides of a “hot topic.” Delicious Dialogues is a brown bag speaker’s series in which participants model civil dialogue. Topics included gun control, gender pay gap, education as a commodity and other controversial topics.

• The Career Center, the Office of Multicultural Affairs and Residence Life hosted a panel focused on balancing personal and professional identity. What do you bring to the table? featured three speakers for a discussion of how they experienced their authentic selves and issues they face with their personal identities in the workplace.
College of Education Professor Awarded McKnight Doctoral Fellowship

In 2019, Dr. LaSonya Moore, an Assistant Professor of Special Education, was awarded the McKnight Doctoral Fellowship. The program is designed to address the under-representation of African American and Hispanic faculty at colleges and universities in the state of Florida. Up to 50 Fellowships are awarded annually to study at one of nine participating Florida universities.

Purchasing Manager Wins Supplier Diversity Award

Treesha Morris, Purchasing Manager in Administration and Finance, was recognized by the USF System Office of Supplier Diversity with a Buyer of the Year Award. This award spotlights and celebrates an individual in USF purchasing who significantly excels and continually meets the challenges of driving diversity within the USF supply chain.

College of Education's Community Liaison Wins Award

Harris Ambush, Ed.D., runs summer camp programs for children with low-income backgrounds from six Title I schools. Campers learn leadership, conflict resolution and mindfulness skills, while the camps expose youth to a university and serve as student outreach pipelines. Students from summer camps then participate in a year-long Leadership Club in which they create a service learning project and train to be official peer mediators. Dr. Ambush also oversees field trips for local schools and an afterschool program that includes team building, soccer and mindfulness. These programs are designed to help students learn about team-building, respect, positive attitudes and to build self-esteem and self-awareness. For all that he does to support youth in the city, Dr. Ambush was recognized by the St. Petersburg Chamber of Commerce with the 2019 “Most Valuable Burger” Award, given to one person each year for their community contributions.

AARP Honors Veterans Success Center Director

Master Sergeant Milton White (Ret.), Assistant Director of the Military and Veterans Success Center, was selected as the grand prize winner in 2019 in AARP’s “Honoring Our Heroes” contest. The center, which opened in 2015, provides support and guidance to veterans, active-duty military and eligible dependents, by helping them transition to civilian life, navigate the VA benefit system and attain work-study jobs. He is also active with Tampa Bay Veterans Alliance and the Veterans of South Pinellas County Association. He’s a member of the Veterans Advisory Committee to Congressman Charlie Crist and the Veteran Transition Task Force initiated by Congressman Gus Bilirakis. White also serves as a mentor in the Pinellas County Treatment Court and USF St. Petersburg’s Emerging Scholars program.

Dr. Byron Green

Dr. Byron Green, Assistant Director of Residential Education, is instrumental in the creation and implementation of three Residential Community Programs (RCPs): TRANSFERmation, Stonewall Suites and Global House. Each RCP seeks to emphasize student identity, foster engagement and facilitate inclusion for USFSP residents. Dr. Green is also collaborating with Student Affairs & Student Success professionals to construct a research-based mentoring program centered on the cultural wealth model for students to reimagine their strengths and increase the university’s retention and graduation rates.

Marina Martinez

A Career Programs Specialist, Marina was instrumental in developing the first comprehensive Diversity Plan for the division of Student Affairs and Student Success.

Tristen Johnson

Tristen leads the Office of Multicultural Affairs as the Assistant Director. Since her arrival in 2018, Tristen has implemented numerous educational programming opportunities, trainings and workshops for students, faculty and staff that help to cultivate an awareness and appreciation of all people, cultures, ideas and abilities.
Looking Ahead

As of Fall 2019, the process is underway to consolidate the accreditations of USF St. Petersburg, Sarasota and Tampa into one. The USF St. Petersburg campus is excited to strengthen collaboration on diversity initiatives with the Tampa and Sarasota-Manatee campuses, while continuing to invest in efforts to serve Pinellas County and encourage diversity in our campus that matches our community. Investments in diversity and inclusion for 2020 are projected to increase dramatically to support the Student Support Services, PATHe programs, FUSE/Blue Gold Scholarships, as well as the DIO operating expenses.

Projected Investments Fiscal Year 2020
In 2019-2020, the DIO intends to strengthen Inclusive Communities at the St. Petersburg Campus in the following ways:

1. Follow up on the results of Spring 2019 Campus Climate Survey with student centered focus groups. The focus groups aim to further develop an understanding of issues raised by the survey. DIO will collaborate with the Kate Tiedemann College of Business Consumer Insight and Sales Lab to conduct four student focus groups sessions. Outcomes will help inform leadership decisions on programming and community life for students.
2. Support a newly formed university committee that focuses on Underrepresented Students, including students of color and males. The committee meets bi-weekly with the university’s community liaison and other community stakeholders to address issues and create initiatives that address the need in this crucial area.
3. Enhance community connectedness with South St. Petersburg, including St. Petersburg College, The Foundation for a Healthy St. Petersburg and Pinellas County Schools.

Support-A-Bull Food Pantry
The University opened the Support-A-Bull Market, a campus food pantry resource, in Fall 2019. This initiative grew out of a student government concern for the impact of food insecurity on our student body. The pantry was created to address food insecurity by providing emergency food assistance to students in need and in collaboration with the Office of Student Outreach & Support to help students addressing barriers related to food insecurity issues.

Support-A-Bull is available to all active students enrolled at USFSP and is free of charge and all-inclusive.

Diversity and Inclusion Conference
Still We R.I.S.E. – Resilience in Social Experiences
On February 1, 2020, members of the Division of Student Affairs and Student Success of the University of South Florida St. Petersburg will be hosting the inaugural Diversity and Inclusion Conference. The Office of Multicultural Affairs is leading the charge on this pertinent event. The theme for this conference is “Still We R.I.S.E. – Resilience In Social Experiences.” The purpose of this conference is to enhance the learning, understanding and development of concepts surrounding diversity, inclusion and social justice for the USF system and surrounding Florida colleges and universities. Our goal is to educate and motivate approximately 200 higher education future and current leaders in the surrounding counties. Our society is ever changing and growing more and more diverse. This conference hopes to equip participants with the skills and knowledge to be leaders of social change. The workshops provided will focus on social experiences of individuals and/or social groups and their resiliency in how they’ve navigated through various environments.
“This campaign is all about inspiring a sense of belonging for all USFSP campus community members and this peace pole will play a constant role in serving as a reminder that no matter your race, ethnicity, religious affiliation, sexual orientation, political affiliation and any other identities we carry; we are a part of the USFSP family and you are valued and loved here.”

-Jazzy Duarte, Student Government President