The mission of the Office of Diversity Programs is to develop a more pluralistic and inviting campus through the creation, enhancement and promotion of programs supporting a diverse community of students, faculty and staff on campus and the university’s external constituents.

The Office is committed to creating a community where all people are able to reach their potential, regardless of race, nationality, ethnicity, gender, religion, economic status, sexual orientation and physical capability. The Office will achieve this by offering programs and services to encourage collaboration, discussion, dialogue and positive interaction within our service communities. The focus of these efforts is to meet the intellectual, emotional, social, and physical needs of our students, staff, faculty, administration and external constituents by:

- Conducting a periodic campus-climate survey to assess diversity issues
- Supporting student, faculty and staff recruitment and retention efforts for the entire university community;
- Developing and increasing a sustained community outreach program;
- Coordinating academic and cultural programming;
- Developing and implementing programs and services to educate the campus and community on diversity issues;
- Generating faculty positions and research for academic research on diversity issues
- Developing and annually reviewing a diversity-activity accountability system for all UWF divisions.

Objectives

1. **To assist individuals and groups in becoming competent in inter-and cross-cultural interactions.**

2. **To maintain and foster faculty, student and staff participation in interdisciplinary academic course offerings, seminars, forums, discussion groups, and workshops at the university.**

3. **To examine major issues of diversity by providing an academic forum to discuss innovatively designed agendas appropriate to understanding the sources and nature of diversity conflicts.**

4. **To open channels of communication for effective interaction with all people.**
5. **To build and sustain community relations with diverse constituencies.**

6. **To train and evaluate the University’s efforts to meet diversity goals.**

The Office of Diversity programs will achieve its mission and objectives by presenting or participating in:

- (A) Workshops
- (B) Seminars/Forums
- (C) Guest Lecturers (National and International)
- (D) Academic Programs
- (E) Cultural Events
- (F) Training Opportunities
- (G) Direct Service and Support Opportunities to Campus Departments/Colleges
- (H) Various Student, Community and University Groups
- (I) National Conferences
- (J) Curriculum Development
- (K) Partnerships with external community groups
- (L) Outreach efforts to the communities UWF serves

**Advisory Boards**

There will be an Advisory Board with an executive committee as prescribed in its charter.

The Advisory Board will create the Community Relations Advisory Committee as prescribed in its charter.