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## ***An Interview with Dr. Katrice Graham on Race, Equity, and Diversity at the University of Florida***

### **Overview:**

This session is an interview with Dr. Graham and covers important terminology, the importance of having a diverse workforce at UF, resources for UF faculty and staff, and steps that departments and UF can take to increase diversity and be more culturally sensitive and inclusive.

### **Discussion Questions:**

1. Why do you think having a diverse workforce is important for your department specifically and for UF?
2. What are some additional resources (in addition to what Dr. Graham mentioned) that minority UF faculty and staff can take advantage of on campus that provide advocacy, support, mentorship, and training?
3. What are some measures that your department/unit is already doing to increase diversity and equity? What are some areas for improvement?
4. Psychological safety is important when teams are discussing sensitive topics. What behaviors are you/your team already doing to be more culturally sensitive and inclusive? What additional behaviors might be helpful?
  - Check out this article for more information on psychological safety:  
<https://www.ccl.org/articles/leading-effectively-articles/what-is-psychological-safety-at-work/>

### **Facilitator Notes:**

1. View the webinar or listen to the podcast.
2. Answer the discussion questions above as an individual or team.
3. Explore Additional Resources and discuss highlights or assign to team members to review.

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## **Additional Resources:**

### General:

- UF workforce demographics - <https://ir.aa.ufl.edu/uffacts/workforce/>
- Research on disparities of police interactions by race - [https://scholarship.law.columbia.edu/cgi/viewcontent.cgi?article=3660&context=faculty\\_scholarship](https://scholarship.law.columbia.edu/cgi/viewcontent.cgi?article=3660&context=faculty_scholarship)
- Dr. Kendi speaking on Racist vs Not Racist vs Anti Racist
  - <https://www.youtube.com/watch?v=TzuOlyyQlug>
  - <https://www.ibramxkendi.com/how-to-be-an-antiracist-1>
- Racism Defined - [www.aclrc.com/racism-and-power](http://www.aclrc.com/racism-and-power)
- US Demographics - <https://www.census.gov/quickfacts/fact/table/US/PST045219>
- Florida Demographics - <https://www.census.gov/quickfacts/FL>

### Self-Reflection Resources:

- Willing to be Disturbed: <http://www.ode.state.or.us/opportunities/grants/saelp/willing-to-be-disturbed.pdf>
- Language of Appeasement: <https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>

### Teaching Resources:

- 8 Actions to Reduce Racism in College Classrooms: <https://www.aaup.org/article/eight-actions-reduce-racism-college-classrooms#.WoYWSajwa70>
- Decolonize Your Syllabus: <https://www.aaup.org/article/eight-actions-reduce-racism-college-classrooms#.WoYWSajwa70>
- Preventing and Addressing Incivility in the Classroom: <https://igr.umich.edu/article/video-preventing-and-addressing-incivility>