

DEPARTMENT OF HOUSING AND RESIDENCE EDUCATION

JULY 2010 - JUNE 2011

EQUAL OPPORTUNITY COMPLIANCE FLORIDA EDUCATIONAL EQUITY ACT REPORT

The Department of Housing and Residence Education (DOHRE) has a long history of supporting and encouraging policies, procedures and practices in support of fairness, diversity, and non-discrimination. The DOHRE is in compliance with all university, state and federal policies, laws, and regulations governing fairness and non-discrimination including but not limited to: the Equal Employment Opportunity Act, the Fair Housing Act, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, and the UF Policy on Non-Discrimination. More importantly, DOHRE administrators actively address the spirit and intent of these policies, laws, and regulations by providing employees and residents ongoing opportunities for training, exploration, discovery and growth around the topics of fairness, diversity, and non-discrimination.

EQUITY ACCOUNTABILITIES: Assignment Policies, Procedures & Communication

The assignments processes of the DOHRE are conducted without regard to personal information.

- ***Residence Halls***

All application and assignments procedures and communication have migrated to the Housing portal which provides a more equitable and secure medium to communicate with residents. All accounts-related communications are also conducted through the Housing portal. UF currently has in place special admission programs such as the AIM Program, Florida Opportunity Scholars Program, Opportunity Alliance Program, and others. DOHRE supports these programs through recognizing these special admission categories; guaranteeing accommodations for established quotas of students admitted under these programs; and ensuring that participants in these programs are assigned housing in a fair manner.

Equal access to DOHRE's Academic Initiative and Enhancement (AIE) Programs is provided to all residents through standard assignments procedures. AIE programs support

the educational mission of the university by giving residents opportunities to live with other residents of similar interests and educational goals.

- ***Graduate and Family Housing***

Application procedures have migrated to the web with plans to migrate assignments and accounts procedures for this population in the future. To better communicate and serve the predominantly international population in Graduate and Family Housing (GFH), DOHRE staff supports two blogs – one related to addressing the waiting list and offers of housing and one related to administrative issues in GFH facilities. International students tend to have higher written than spoken skills in English and are difficult to reach via phone or mail in a timely manner, so increasing written communication via the web and Internet better serves this population. Also, there is a number of DOHRE staff bilingual in Spanish and Chinese which also supports this population.

- ***Residents with Disabilities/ADA Compliance***

DOHRE staff works closely with the UF Americans with Disabilities Act (ADA) coordinator and the staff in the UF Disability Resource Center to ensure that the housing needs of residents with disabilities are met. During the application/contract process, residents are prompted to notify DOHRE staff if assignment accommodations are requested based on medical reasons. Residents are required to follow-up this web-based request with written medical documentation to the Disability Resource Center or Housing Office that lists the requested accommodations. The Associate Director of Housing for Administrative Services and the Coordinator for Undergraduate Assignments work individually with disabled residents who request specific accommodations. At this time, approximately 260 residence hall spaces are available to address potential requests from students with mobility, sight, hearing, or other disabilities (72 spaces renovated for students with disabilities and 188 standard spaces with access to ADA-compliant bathrooms). A budget line exists each year to address new or unforeseen ADA accommodations or to address specific residents' needs, if the requested accommodations do not already exist. Accommodations are also made for students requiring attendants or service animals. Note: Students with special needs must meet the standard guidelines used to determine housing eligibility prior to assignment.

DIVERSITY IN SERVICES: Demographics

- *Single Student Housing*

In the online application and contract processes, potential residents are asked to supply basic directory information and gender. No questions are asked concerning race, culture, religion, or other personal information. New residents are assigned through an online room sign-up process based on housing application dates. New residents are given the option to use Roombug, a Facebook-based self-selection roommate matching program. The program does not request information on race, religion, or other protected classes of information. Continuing residents sign-up for space and roommates using a seniority system based on present campus assignment and academic classification. After residents contract for housing, are assigned, and move-in, staff generate demographic reports about them by querying University records. After these reports are generated, demographic information about residents is not stored at DOHRE.

There is a higher population of women than men living in UF residence halls based on demand and based on assignments using housing application dates. The racial demographics of undergraduate students living in residence halls on campus continue to meet or surpass the diversity that exists within most categories of the general UF student population and is comparable to the Florida and U. S. populations.

	Residence Halls Fall 2010	*UF Fall 2010	**Florida U.S. Census Bureau	**U. S. U.S. Census Bureau
Men	42%	46%	49%	49%
Women	58%	54%	51%	51%

White	58.6%	58%	59.5%	65.1%
Black	12.6%	8%	16.1%	12.9%
Hispanic	15.0%	14%	21.5%	15.8%
Asian/Pacific	9.2%	9%	2.4%	4.6%
American Indian/ Alaska Native	n/a	<1%	<1%	<1%
Other/Unknown	<1%	3%	1.5%	1.7%
International	n/a	8%	n/a	n/a
* UF Institutional Research http://www.ir.ufl.edu/facts.htm May 16, 2011 ** U.S. Census Bureau 2009 Estimates http://quickfacts.census.gov/				

- ***Graduate and Family Housing***

Questions about race, ethnicity, religion, and similar personal issues are not asked during the application and offer process. DOHRE staff collects resident demographic information after residents have contracted to live on campus in order to better provide desired services and programming.

Apartments are offered to prospective residents based on a system that takes into account when a resident submits an application and projected move-in date. In situations where more than one resident wishes to move-in at the same time, preference is given to the resident who applied the earliest. Depending on availability and general interest at a particular time, apartments are offered in a manner that allows for maximum consideration to fairness while maintaining a high occupancy throughout all Graduate and Family Housing apartment complexes. Over 80% of Graduate and Family Housing residents are international students. The top represented countries are China (21%), South Korea (11%), and India (10%). (Spring 2011 Demographics.)

- ***Demographics of Employees***

During Spring Semester 2011, 699 employees were on the DOHRE payroll, 332 full-time staff and 367 part-time student staff. All federal, state and UF policies governing the recruitment and hiring of staff are followed. The following information provides the gender and race breakdowns of employees who serve in support of the resident population.

	Full-Time Staff*	Part-Time Student Staff*
Men	60%	49%
Women	38%	51%

White	61%	49%
Black	32%	20%
Hispanic	4%	11%
Asian/Pacific	2%	19%
American Indian/ Alaska Native	0%	0%
Other	1%	1%

*This is a snapshot of data from Spring 2011.

INITIATIVES/ACCOLADES

World Awareness Educational Programming

The Residence Life Staff completed 321 educational programs in the residence halls focused on increasing awareness, knowledge, competency and/or skills in the area of World Awareness.

Global Living Learning Community at Yulee Hall Receives Regional Recognition

The Global Community received the Housing and Academic Collaboration Award from the Southeastern Association of Housing Officers for 2011. The Global Living Learning Community at Yulee Hall, sponsored by the Department of Housing and Residence Education and the Division of Student Affairs, educates leaders for a global community. This community provides unique opportunities for residents to become citizens of the world by bringing the world into the community through intercultural experiences involving music, art, language, faculty-led discussions, and through the introduction of a variety of campus, community, and global resources. Residents of the Global Living Learning Community have countless opportunities to explore current world events and international perspectives as they prepare to be globally-conscious leaders in their fields.

Global Living Learning Community Programming Recognized by National Residence Hall Honorary – September/November 2010

The *Hispanic Heritage Fiesta* was recognized as the UF campus diversity program of the month in September. In November, *A Girl's Place at UF*, a faculty-in-residence program, was recognized as community service program of the month by the South Atlantic Affiliate of College and University Residence Halls region. Also in November, Dr. Anita Anantharam, faculty-in-residence, was named the faculty member of the month for the National Association of College and University Residence Halls.

Davis United World College Scholars Participate in Global Living Learning Community

Since fall 2008, all Davis United World College scholars have been assigned to the Global Living Learning Community in Yulee Hall. The goal of the World Scholars program is to advance international understanding through education and build cross-cultural understanding across campuses and ultimately throughout the world in the 21st century. The Scholars are considered promising future global leaders and come from 133 different countries. The Scholars participate

in various Yulee Hall programs and events, including very popular cooking nights, and lead discussions about educational topics and current events related to their home countries.

Social Networking

In January 2011, all residence hall students were invited to become members of a secure social networking site sponsored by the Department of Housing and Residence Education - GatorSpace. Current and future residents are connecting with one another, finding answers to their frequently asked questions, engaging with their RAs and community, and identifying and making plans with their “study buddies” via a GatorSpace page listing residents living in the same hall enrolled in the same academic courses. Since its launch, campus residents continue to discover new and unique ways to make connections and establish community through GatorSpace.

Weaver International Food Fest – Fall 2010/Spring 2011

The Weaver International Food Fest is held each Fall and Spring. Weaver residents make dishes from their home countries/cultures and share them with other Tolbert Area residents.

Culture Clash Program – November 2010

The Culture Clash program was sponsored by the Lakeside Residential Complex staff and Lakeside Area Residence Council. The event highlighted student diversity and showcases the array of talents and abilities of UF residents. This year’s theme was “Birthdays Around the World.” As Lakeside Residential Complex celebrated its 10 year birthday, Culture Clash highlighted how birthdays are celebrated by different cultures around the world.

Tunnel of Oppression – November 2010

The Tunnel of Oppression was a program sponsored by the Inter-Residence Hall Association (IRHA) to break down the barriers for those who not understand oppression and the fact that people live in oppression every day. Different types of oppression were expressed through photos, actors, and other media. Students and staff from across campus attended this inaugural event.

People Awareness Week – January 2011

People Awareness Week, a week of celebrating the diversity of staff and residents, is held each

January. Diversity-focused programming is planned campus-wide in residence areas and staff locations, as is a bulletin board competition among the 184 Resident Assistants on Campus.

Writing on the Wall - Spring 2011

Writing on the Wall Project in January '11 was a program sponsored by the Inter-Residence Hall Association (IRHA). It provided an opportunity for students, staff, and faculty to paint words or phrases that have hurt, offended, or marginalized them. A wall of these bricks was then constructed in the Plaza of Americas where it stood for a week. At the end of the week, there was a Closing Ceremony where the wall was torn down by students symbolizing the tearing down of oppression.

International Coffeehouse – Spring 2011

The coffeehouse is host to graduate and family housing international karaoke night. Performers sing their favorite songs from around the world. This year there were singers from India, China, Iran and the Philippines. During the performance, guests were served a variety of coffees and desserts from around the world.

Maguire/UVS Gator Green Project – Summer 2011

Maguire Village and University Village South (UVS) residents participated in a community volunteer project called the Gator Green Project Summer 2011. Graduate & Family Housing staff purchased plants and donated them to the Maguire/UVS community. Then residents within the apartment complexes volunteered to plant and decorate common gardens areas. Over 80% of the residents in Maguire and UVS are international students. Staff used this project to initiate dialogue among residents from various countries to produce friendship, tolerance, and a sense of community. The Gator Green Project is an annual event.

SUMMARY

The Division of Student Affairs Mission and Values Statement as well as the DOHRE Mission and Guiding Principles reflect ongoing commitments to fairness and non-discrimination. Short and long term strategic planning goals related to diversity ensure the future commitment and review of DOHRE efforts to address fairness and non-discrimination.

- ***Department of Housing and Residence Education Mission***

To provide well-maintained, community-oriented facilities where residents and staff are empowered to learn, innovate, and succeed.

- ***Guiding Principles***

- An environment for academic success
- Residentially-based academic communities
- Technologies that enhance learning
- A diverse environment
- Educational and social programming
- Demand for residence hall and village communities space
- Assessment, evaluation, and benchmarking
- Supportive and friendly service
- Value-added facilities to support varying budgets and lifestyles
- Leadership opportunities