



DIRECTO ANNUAL REPORT 2018-2019

The Diversity & Inclusion in Research & Teaching Organization

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4001E Honors, Scholars
& Fellows House

TABLE OF CONTENTS

DIRECTO MISSION _____	3
The Diversity and Inclusion in Research and Teaching Organization _____	3
Signature Events _____	3
Operating Highlights _____	3
SIGNATURE EVENTS _____	4
SIGNATURE EVENTS _____	5
EVALUATION FEEDBACK FROM ANONYMOUS ATTENDEES _____	6
CAMPUS IMPACT _____	7
FUNDRAISING AND BUDGET _____	9
Funding for DIRECTO's Signature Events _____	9
DIRECTO CONTRIBUTORS _____	10

DIRECTO MISSION

The Diversity and Inclusion in Research and Teaching Organization

DIRECTO enables ways to incorporate diversity and inclusion in research projects, teaching methods, and higher education life at Florida State University by:

- Offering a “safe-space” for individuals, groups, and the Tallahassee higher education community to feel comfortable to discuss issues surrounding diversity, inclusion, and equity.
- Connecting people and initiatives on campus that can increase diversity and enhance equity and inclusion.

Our actions foster opened dialogue and help to move forward the quest for diversity and inclusion in higher education in Tallahassee.

Signature Events

DIRECTO has three signature events: the annual Fall Symposium on Diversity and Inclusion in Research and Teaching, the annual Fall Diversity and Inclusion in Research and Teaching Book Club, and the Spring Conversation Series, consisting of three events for the duration of Spring 2019 semester.

“I look forward to more opportunities to learn best practices for welcoming diversity and creating more spaces for inclusion.”
- Evaluation Feedback from Anonymous Attendee

Operating Highlights

This annual report highlights the DIRECTO impact and events from Fall 2018-Spring 2019. DIRECTO is a registered student organization driven by graduate student volunteers. Below we highlight each of the signature events, showcasing photos, registration data, and fundraising efforts.

SIGNATURE EVENTS

Fall Symposium on Diversity and Inclusion in Research and Teaching

DIRECTO's Inaugural Fall Symposium goal was to promote constructive dialogue and provide participants opportunities to discuss issues surrounding diversity, inclusion, and equity. The aim was for attendees and participants to walk away from the event with tangible ways to promote diversity and foster inclusion in their research projects and teaching methods.

Fall Diversity and Inclusion in Research and Teaching Book Club

The book club provided an opportunity to "continue the conversations" started at the Symposium. With the support of the FSU President's Diversity & Inclusion Mini-Grant, complimentary copies of the book were provided to book club participants. The Art of Effective Facilitation was discussed over a span of four weeks.

Spring Conversation Series on Diversity and Inclusion in Research and Teaching

Three events during the spring semester to discuss topics related to diversity and inclusion in research and teaching. The first series was Recruiting and Creating Supportive Environments. The second series discussed Implicit Bias and the third series, Diversity Without Borders showcased administrators from The Center for Intensive English Studies, The Center for Global Engagement, and The Center for Leadership and Social Change.



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The Diversity & Inclusion in Research & Teaching Organization
A partnership between the FSU Program for Instructional Excellence (PIE), and the Fellows Society

Inaugural Book Club Facilitators

Facilitator	Title	Date	Topic
Peggy Wright Cleveland, PhD	Director of Faculty Development, FSU	Friday, 10/12/2018	Frameworks from Theory to Practice
Ayisha Khairullahi, PhD	Associate Professor Educational Leadership, FSU	Friday, 10/19/2018	Understanding Identities and Facilitation
Elise Hernandez	Doctoral Candidate in Higher Education Program, FSU	Friday, 10/26/2018	Facilitation Design & Techniques
Shannon Crocker Davidson	Doctoral Candidate in School of Teacher Education, FSU	Friday, 11/2/2018	Supporting Student Social Action

Where: Room 3009 Honors, Scholars, & Fellows House

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Conversation Series

the opportunity to keep talking about diversity and Inclusion
@ Nancy Marcus Great Hall - HSF Building

Save the dates
11:30 - 1:00 pm

Topic	Date
Recruiting & Creating Supporting Environments	Friday, 2/1/2019
Implicit Bias	Thursday, 3/28/2019
Diversity without Borders	Friday, 4/12/2019

P.S. Lunch served 12:15 - 12:45 pm

Sponsored by FSU, PIE, and the Fellows Society

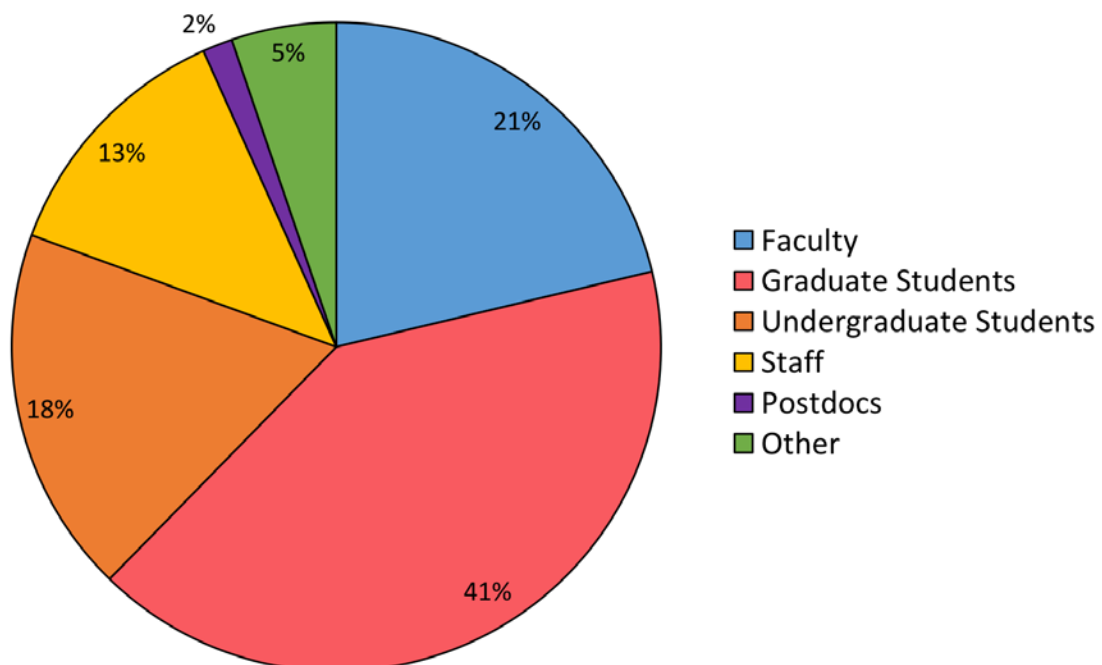
SIGNATURE EVENTS

Registration and Attendance

DIRECTO has received overwhelming interest and support from the campus community. During the 2018-2019 school year, DIRECTO had 270 unique participants at its events and the events were attended by all major constituents at the university. Book club attendance was impacted by Hurricane Michael. Notably, attendance for the Spring Conversation Series increased with each subsequent event.

EVENT	ATTENDEES	REGISTRANTS	PERCENT ATTENDANCE
Fall Symposium	100	144	69%
Book Club	15	30	50%
Conversation Series 1: Recruiting and Creating Supporting Environments	39	49	80%
Conversation Series 2: Implicit Bias	53	87	61%
Conversation Series 3: Diversity without Borders	63	73	86%
Total	270	383	70%

DIRECTO Event Attendees 2018-2019



EVALUATION FEEDBACK FROM ANONYMOUS ATTENDEES

What I liked best was the . . .

- Interactive components--opportunity to interact with a wide range of FSU people in a structured setting.
Faculty, Biological Science
- Sharing of helpful strategies for incorporating diversity and inclusion in the classroom, and knowing that there are people on campus we can connect with to discuss ways to make the classroom an inclusive space.
Staff member from Nursing
- Different perspectives I gained regarding implicit bias. I, for one, am struggling with communicating with others because I can't get over my own biases. I learned that it takes courage.
Undergraduate from Economics
- Networking and connecting with undergrads and grads.
Faculty from Medicine

The most important part for me was the ways the discussion [Conversation Series] showed how many factors enter into the diversity equation. . . . I found this to be particularly helpful in that we are so focused on the major diversity issues that we may overlook other more nuanced factors in our research, teaching, and learning environments.

Graduate student from Art Education



Enabling ways to incorporate diversity and inclusion in research projects and teaching methods

CAMPUS IMPACT

The Diversity & Inclusion in Research & Teaching Organization met Initiative 1 of Strategic Goal III at Florida State University.

GOAL III

Diversity and Inclusion (D&I)

Realizing the full potential of diversity
and inclusion



Increase Diversity of FSU Student
Body, Faculty, and Staff

Specifically, DIRECTO has impacted FSU campus by fostering a campus culture that celebrates diversity & inclusion, improving co-curricular engagement around diversity and inclusion, and by leveraging media to celebrate campus and community inclusion efforts.

- **Fostering a Campus Culture that Celebrates Diversity and Inclusion**

DIRECTO hosts three signature events that fosters a campus culture of diversity and inclusion by offering a space for those to come together and discuss issues surrounding diversity, inclusion, and equity in higher education.

- **Improving Co-curricular Engagement around Diversity and Inclusion**

DIRECTO has participated in diversity and inclusion events around campus in addition to having a role in identifying diversity and inclusion activities on campus

- Participated in College of Business Diversity in Leadership Initiative which has led to connections
- Established a relationship with the Resilience Project leaders
- Established a childcare initiative with Women in STEM faculty affinity group who will be taking over the planning and execution of the initiative
- Met with Co-chair for council on diversity and inclusion from the College of Medicine which has led to connections

- **Leveraging Media to Celebrate Campus and Community Inclusion Efforts**

DIRECTO has used social media to highlight campus diversity and inclusion efforts in addition to our own efforts to support these causes.

- [DIRECTO Facebook](#) to advertise events
- DIRECTO featured in [Spring 2019 Graduate School Newsletter V14,I1](#)
- DIRECTO featured in the College of Social Sciences and Public Policy blog: [Wicked Problems, Wicked Solutions](#)
- The FSU Council on Diversity and Inclusion announced that DIRECTO was one of the recipients of the [2018 President's Diversity and Inclusion Mini-Grant](#)

FUNDRAISING AND BUDGET

Funding for DIRECTO's Signature Events

DIRECTO was initially conceived by members of the Program for Instructional Excellence, The Fellows Society, and Dr. Lisa Liseno. These founding members submitted an application for the President's Diversity and Inclusion Mini-Grant Program in support of a Book Club discussing The Art of Effective Facilitation. DIRECTO was awarded a mini-grant in support of the book club and the founding members expanded the vision and fundraising in support of three signature events: The Symposium on Diversity & Inclusion in Research & Teaching, a Book Club, and the Spring Conversation Series.

EVENT	COST	SPONSOR
Symposium	\$3,422.90	<ul style="list-style-type: none"> ▪ The Graduate School ▪ Alumni Donation ▪ University of Virginia
Book Club	\$1,328.08	<ul style="list-style-type: none"> ▪ President's Diversity & Inclusion Council ▪ The Office of the President
Conversation Series	\$2,659.10	<ul style="list-style-type: none"> ▪ Office of the President
Advertising Expenses	\$150.00	<ul style="list-style-type: none"> ▪ The Graduate School
Total 2018-2019 Budget	\$7,560.08	

DIRECTO's signature events during the 2018-2019 school year would not be possible without the generous support from our sponsors:



FLORIDA STATE UNIVERSITY
PRESIDENT'S COUNCIL ON DIVERSITY AND INCLUSION

FLORIDA STATE UNIVERSITY
THE GRADUATE SCHOOL
Office of the Dean



DIRECTO CONTRIBUTORS

Fall Symposium on Diversity and Inclusion in Research and Teaching

Keynote Speakers | **Dr. Keisha John**, Director of Diversity Programs at University of Virginia; **Dr. Roxanne Hughes**, Director of the Center for Integrating Research and Learning at the National High Magnetic Field Laboratory; **Dr. Michael Bakan**, Professor of Ethnomusicology at Florida State University

Student Panel | **Danielle Dede**, **Daniella van den Berg**, **Matthew Rodriguez**, **Michael Edward Hall II**, **Saleshia Ellis**, **Samantha Politano**

Breakout Sessions | **Rod Kelley**, **Dr. Patricia Golay**, and **Dr. Kimberly Burgess**, Academic Center for Excellence; **Hanna Hoover**, **Ellis Magee**, and **Tobias Potter**, Economics; **Dr. Laura Osteen** and **Maritza Torres**, Center for Leadership and Social Change, Leadership Learning Research Center; **Dr. Thayumanasamy Somasundaram**, Institute of Molecular Biophysics; **Estee Hernandez** and **Sophia Rahming**, Higher Education; **Dr. Maria Mendoza** and **Dr. Patrick Kennell**, Center for Intensive English Studies; **Caroline Krafcik**, Department of English; **Dr. Roxanne Hughes** and **Dr. Amy McKenna**, National High Magnetic Field Laboratory; **Dr. Antonio C. Cuyler**, Art Education; **Dr. Simon Capstick**, Physics; **Dr. John Crow**, Office of Distance Learning; **Samantha Politano** and **Isla Colli**, Power of We

Fall Diversity and Inclusion in Research and Teaching Book Club

Facilitators | **Dr. Peggy Wright Cleveland**, Director of Faculty Development; **Dr. Ayesha Khurshid**, Associate Professor Educational Leadership; **Estee Hernandez**, Doctoral Candidate in Higher Education; **Shannon Gooden Davidson**, Doctoral Candidate in School of Teacher Education

Spring Conversation Series on Diversity and Inclusion in Research and Teaching

Speakers | **Wen-Chi Shie**, Doctoral Candidate in Public Administration and Policy; **Amanda Kowalsky** and **Rasheda Haughbrook**, Psychology; **Eve Humphrey**, Doctoral Candidate in Biological Science; **Nick Byrd**, Doctoral Candidate in Philosophy; **Dr. Elçin Haskollar**, Program Director, Global Citizenship Certificate, Center for Global Engagement; **Dr. Tanu Kohli Bagwe**, Teaching Faculty, Global Citizenship Certificate, Center for Global Engagement; **Miguel Hernandez**, Associate Director, Center for Leadership and Social Change; **Laura Dean**, Intercultural Programs Coordinator, Center for Global Engagement; **Dr. Maria B. Mendoza**, Instructor/Coordinator, Center for Intensive English Studies; **Olivia James**, Academic Liaison, Center for Intensive English Studies



DIRECTO Team Members

