Instructor: Sarah Catalanotto, MPH, CTTS  
Phone number: 352-256-7080  
Email Address: scatalanotto@phhp.ufl.edu  
Office Hours: By appointment

Preferred Course of Communication: Email on Course site- You have email on the course site under the "Inbox" tool. This is the preferred method of communication, and this is how I will contact you if necessary. I only check the course website once daily, if you have questions or need to contact me in a more timely fashion please contact me using my scatalanotto@phhp.ufl.edu account.

Prerequisites: PHC 6000 Epidemiology Methods I

PURPOSE AND OUTCOME

Course Overview:

This course is to provide an overview of theories, principles, and strategies associated with Community-Based Participatory Research (CBPR). This introductory course is intended for graduate students and community practitioners interested in adding CBPR to their repertoire of effective approaches to understanding and addressing social and health disparities in public health.

Relation to Program Outcomes:

Community-based participatory research (CBPR) is a widely accepted collaborative approach to research that works to understand and protect public health by involving all partners in the research process. CBPR has emerged in the last decades to bridge the gap between science and practice through community engagement and social action to increase health equity.

This is a highly interactive class with the goal to provide participants with an overview of theories, principles, and strategies associated with how to conduct public health research using the principles of Community-Based Participatory Research (CBPR). This introductory course on CBPR is intended for graduate students and community practitioners interested in adding CBPR to their repertoire of effective approaches to understanding and addressing social and health disparities in public health. We will explore topics such as the purpose and applications of CBPR; partnership formation and maintenance; issues of power, trust, race, class, and social justice; cultural competency; ethical issues; and CBPR's relationship to cultural knowledge systems.

Active engagement in the course will provide participants with the knowledge and skills necessary to co-develop and participate in CBPR projects, as well as a critical awareness of the advantages and limitations of CBPR. The course will reflect an interdisciplinary perspective while using CBPR’s philosophical commitment to co-teaching and co-learning. This course is not a methodology course. CBPR is an approach to conducting research that is amenable to a variety of
research designs and methodologies. This course focuses on the CBPR approach to research and will not cover topics such as survey design, quantitative methods, qualitative methods, focus groups, community needs assessment procedures, etc.

As a model of the participatory approach, the course content will be responsive to needs and expressed interests of students, within the broad categories of topics aligned within course objectives.

**Course Objectives and/or Goals**

At the end of this course, you should be able to:

- Describe the conceptual and philosophical roots of community-based public health research.
- Compare various approaches to community-based research.
- Explain the process and challenges of forming, maintaining and sustaining partnerships with communities for CBPR.
- Understand CBPR as a strategy to address social justice, policy or systems change issues
- Assess the ethical challenges in co-conducting research with communities.
- Explain the positions of CBPR proponents and critics.
- Evaluate the importance of governance structures, cultural humility/cultural competency, and participatory evaluation in the design and implementation of CBPR as strategies to address power dynamics and ethical issues appropriately.
- Conduct a mock CBPR research project.

**Instructional Methods**

1. Lectures: are for general orientation. Students are responsible for all the material presented in the course and assigned readings.
2. Readings and Resources: Supplementary readings and resources will be posted in the course. The reading list may be supplemented during the course.
3. Assessments: A variety of assessments will be used in this course, including but not limited to discussions, assignments, journal club presentations, final projects, written critique, community agency interview and exams.

**What is expected of you?**

You are expected to actively engage in the course throughout the semester. Your participation fosters a rich course experience for you and your peers that facilitate overall mastery of the course objectives. Please check announcements often. Weeks begin on Monday and end of Sundays. Modules for the week will launch by midnight on Sunday or sooner. Assignments, unless noted, are due on Sunday by midnight.

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**Getting Started**

The first assignment in this course is Discussion Board 1 – Introduce yourself. This is a graded assignment to allow the instructor and students to get to know each other better. Please complete this as soon as possible, but no later than 8/29. Please click on “Modules” tool, here you will find the course materials that you will take you through to the last week of the course. You will start with Week 1.
<table>
<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Topic</th>
<th>Reading/Assignments/Activities</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td>8/23-8/29</td>
<td>Topics: (1) Introduction to the course (2) Review Syllabus</td>
<td>Assigned Readings:</td>
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<tr>
<td></td>
<td></td>
<td>Lectures:</td>
<td>• No</td>
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<tr>
<td></td>
<td></td>
<td>• Introduction to course/Review Syllabus</td>
<td><strong>Class Activity /Assignment Due:</strong></td>
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<tr>
<td></td>
<td></td>
<td>• Introduction to each other</td>
<td>• Discussion Board 1: Introduction: Please introduce yourself to your fellow classmates. Include: Name, area of experience, what “community(ies)” do you belong to (mandatory discussion board for all students and due by 8/29)</td>
</tr>
<tr>
<td>2</td>
<td>8/30-9/5</td>
<td>Topic: (1) CBPR Historical and Theoretical Foundations of CBPR</td>
<td>Assigned Readings:</td>
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  [http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3827674/](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3827674/)     |
  [https://doi.org/10.2105/AJPH.2009.184036](https://doi.org/10.2105/AJPH.2009.184036)                        |
|      |            | Lectures:                                                            | **Class Activity**                                                                               |
|      |            | • Historical and Theoretical Foundations of CBPR                     | • None                                                                                          |
|      |            | • Nine Principles of CBPR                                            |                                                                                                 |
|      |            | • Template for Journal Club                                         |                                                                                                 |
|      |            | Assignment Due                                                      | **Assignment Due**                                                                               |
  [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2946316/](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2946316/) |
| 3    | 9/6-9/12   | Topics: (1) The Role of the Community in CBPR                       |                                                                                                 |
|      |            | Lectures:                                                            | **Assignment Due**                                                                               |
  [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2946316/](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2946316/) |
<p>| 4    | 9/13-9/19  | Topics: (1) Challenges and Opportunities with CBPR                   |                                                                                                 |
|      |            | Journal Club by Sarah                                               |                                                                                                 |
|      |            | Lectures:                                                            |                                                                                                 |
|      |            | • Challenges and Opportunities with CBPR                            |                                                                                                 |
|      |            | • Journal Club by Sarah                                             |                                                                                                 |</p>
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<tr>
<th>Week</th>
<th>Dates</th>
<th>Topic(s)</th>
<th>Lecture(s)</th>
<th>Assigned Readings/Videos</th>
<th>Assignment</th>
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</table>
| 5    | 9/20-9/26   | (1) Working with Minority and Special Populations                        | - Guest Lecture: Laura K. Guyer, PhD, MEd, RDN  
  (a) Cultural Competency  
  (b) Journal Club (1st week of presentations) | - Journal Article 1: TBA  
  - Journal Article 2: TBA  
  - Journal Article 3: TBA  
  - Journal Article 4: TBA | - After watching the Journal Club presentations. Reply to at least one of the three posted question |
| 6    | 9/27-10/3   | (1) Ethics in CBPR                                                        | - Guest Lecture: Frank Catalanotto, DMD  
  (Professor, Department of Community Dentistry and Behavioral Science, University of Florida  
  College of Dentistry) | - Elena M. Bastida, Tung-Sung Tseng, Corliss McKeever and Leonard Jack, Jr.  
  Ethics and Community-Based Participatory Research: Perspectives from the Field Health. PromotPract 2010 11: 16.  
  [http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3012623](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3012623) | - After watching the Journal Club presentations. Reply to at least one of the three posted question |
| 7    | 10/4-10/10  | (1) Developing and Maintaining Partnerships  
  (2) CBPR Community Assessment | - Developing Community Partnerships and Helping Make the Glue Stick  
  - Community Assessment  
  - Journal Club | - TBA | - Community Partnership Activity due by 10/10 |
| 8    | 10/11-10/17 | (1) Working with Minority and Special Populations Continued               | - Guest Lecture-TBA | - Journal Article 9: TBA  
  - Journal Article 10: TBA  
  - Journal Article 11: TBA  
  - Journal Article 12: TBA  
  - Watch: Cultural Humility | Juliana Mosley, Ph.D. | [TEDxWestChester, Dec 1, 2017](https://www.youtube.com/watch?v=Ww_ml21L7Ns) | - After watching the Journal Club presentations. Reply to at least one of the three posted questions. |
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<tr>
<th>Week</th>
<th>Date</th>
<th>Topic</th>
<th>Assigned Reading/Videos</th>
<th>Assignment</th>
<th>Class Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>10/18-10/24</td>
<td>Working with Special Populations Continued</td>
<td>Watch: The Danger of the Single Story: Chimamanda Ngozi Adichie <a href="http://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story.html">http://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story.html</a></td>
<td>Due 10/24: One-page reflection paper on: “How have you experienced the “single story” issue either as the recipient or the imposer of the single story?</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>11/1-11/7</td>
<td>Dissemination and Application of CRPR Results</td>
<td>Peggy G. Chen, MD, MSc, MHS, Nitza Diaz, Ph.D., MS, Georgina Lucas, MSW, Marjorie S. Rosenthal, MD, MPH. Dissemination of Results in Community-Based Participatory Research. Am J Prev Med 2010;39(4):372–378. See Course Reserves to read the article.</td>
<td>After watching the Journal Club presentations. Reply to at least one of the three posted questions</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>11/8-11/14</td>
<td>CBPR Research Methods</td>
<td>Miller, PK., Waghiyi, V., Welfinger-Smith, G., Byrne, SC., Kava, J., &amp; Gologerger, J. et al. (2013). Community-based participatory research projects and policy engagement to protect environmental health on St. Lawrence Island, Alaska. Int J Circumpolar Health, 72:21656. <a href="http://dx.doi.org/10.3402/ijch.v72i0.21656">http://dx.doi.org/10.3402/ijch.v72i0.21656</a></td>
<td></td>
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</table>
Assignment Due:  
• Interview papers due by 11/14

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<thead>
<tr>
<th></th>
<th>Date</th>
<th>Activity</th>
<th>Assigned Reading</th>
<th>Class Activity</th>
</tr>
</thead>
</table>
| 13 | 11/15-11/21| Topic: (1) Budgeting and Advocacy/Policy Making | Assigned Reading:  
• Journal Article 21: TBA  
• Journal Article 22: TBA  
• Journal Article 23: TBA | Class Activity:  
After watching the Journal Club presentations. Reply to at least one of the three posted questions |
| 14 | 11/22-11/28| Work on Group Project             | Assigned Reading:  
• None                                                                        |                                                                                |
| 15 | 11/29-12/5 | Final project presentations       | Assigned Reading:  
• None                                                                        | Assignment Due:  
• Final Project Due 12/5                                                        |
| 16 | 4/26       | Peer Review and Final Exam        | Assigned Reading:  
• None                                                                        | Assignment Due:  
• Final Exam by 12/12                                                               |

Course Materials and Technology
1. Lectures – provide a general overview of each topic.
2. Required readings and materials
   • Supplemental readings will be assigned for lectures and are posted by topic under the course schedule.
3. Examination: Students are expected to take the examination on the scheduled date and time. The exam worth is 10% of your final grade.
4. Discussion Boards:
   • The first mandatory discussion board is due the first week of class; this is for you to introduce yourself to the class. (5% of your discussion board grade)
   • Journal Club Discussion:
     1. Each student is required to:  
        • read the assigned weekly articles  
        • to watch the Facilitators presentations  
        • then reply to one of the three questions that each facilitator posts during the week (you must reply to one question from each journal club article before the end of the week) on the assigned discussion board. The discussion answers are worth 10% of your grade and will be graded on the quality of your post.
      • The rest of the discussion boards are designed for discussion on specific topics. These are optional discussion boards; it is your choice to post to these. If you do choose to post it must be something that is appropriate to the topic. There is also a general discussion board section, an assignment and project discussion board section, timely topic discussion boards, and a board to discuss the exam. These discussion boards are not for grades but to assist you in the course.
5. Journal Club Assignments:
University of Florida  
College of Public Health & Health Professions Syllabus

• Each student will facilitate one journal clubs (JC) throughout the semester. Students will select one article from the list of required course readings. **Students should sign up for their article selections on the sign up board/module by 10/3.** View the JC example provided and watch the lecture on how to conduct the critique.

• You will take the role of Facilitator. In this capacity, the student will lead the class in a review of the assigned article by recording themselves and then having your fellow classmates observe your critique. Each critique will need to include: the goals of the article, its use of CBPR principles, its strengths and weaknesses, implications for CBPR and directions for future research. As part of this assignment, the facilitator will prepare three thoughtful questions based on the article and will then use these questions to lead the journal club discussion. The Facilitator will lead the discussion by posting their questions at the end of their presentation and again on the class Discussion Board. Students will answer one question using the Discussion Board on the course website. Facilitators are expected to moderate the discussion and reply appropriately.

• Critiques should be approximately 10 minutes long and in video format. You must post your video by the Monday before we discuss them in the course. Post the link and title of your presentation by your name and the article you are reviewing on the discussion board. JC is worth 20% of your grade. Grades will be determined on your presentation and following the prescribed outline provided.

6. Class Assignment

• Community Partnership Activity: Follow information under the assignment tool on the course website. This activity is worth 5% of your final grade. This assignment is due 10/10

• Reflection paper on: The Danger of the Single Story: Chimamanda Ngozi Adichieis) assigned this semester. Follow the directions under the Assignment tool on the course website. This activity is worth 5% of your final grade. This assignment is due 10/24.

7. Community Agency Interview Reflection Paper

• The purpose of this interview is to:
  • Understand the role of community partners in CBPR
  • Explore the perceptions of community agencies on CBPR
  • Provide experience using qualitative methods to derive community opinions and perspectives

• Students are expected to accomplish the following activities:
  • Interview a representative from a community agency that utilizes CBPR to determine:
    ▪ Their perspective on CBPR
    ▪ Their definition of the role of community agencies/partners in CBPR
    ▪ Their experience working collaboratively with academic partners
    ▪ Their perspective on community-academic approaches to solving health issues
    ▪ Their opinions on how policymakers can work more closely with the community and academic partners to solve health issues.

• Interview papers are due by 11/14. **Be sure to plan your interview well in advance (months) as it may be very challenging to coordinate your schedule with those of busy individuals.**

• Provide a reflection paper on the interview (3-4 double-spaced pages with a minimum of 12-point font). Your reflection paper should include:
  • Summary of the interview, including an explanation of the community agency’s mission and goals; brief description and background of the community representative being interviewed; and interview format and protocol.
  • Discussion of the questions you asked and the responses provided
University of Florida  
College of Public Health & Health Professions Syllabus

• Your personal feelings and reaction to the interview – both intellectual (do you think the interview exposed you to important policy issues and processes related to community health and CBPR?) and emotional (how did the interview make you feel?)

• Please see the posted graded rubric. This project is worth 20% of your final grade.

8. Final Project- Mock CBPR Project

• This group assignment will consist of a mock grant application for a CBPR project.
• The project will be worth 25% of your grade. Please see the Assignment section on the course website for more details.

For technical support for this class, please contact the UF Help Desk at:
• Learning-support@ufl.edu
• (352) 392-HELP - select option 2
• https://lss.at.ufl.edu/help.shtml

ACADEMIC REQUIREMENTS AND GRADING

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Due date</th>
<th>Percent of final grade (% must sum to 100%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Activities</td>
<td>10/10, 10/24</td>
<td>10% (5% for each activity)</td>
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<tr>
<td></td>
<td></td>
<td>• Community Partnership Exercise</td>
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<td></td>
<td></td>
<td>• Reflection paper on: The Danger of the Single Story</td>
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<tr>
<td>Discussion Board</td>
<td>8/29 and Weekly based on schedule</td>
<td>15%</td>
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<td>(Introduction Journal club discussion board)</td>
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<td>• 5% for Introduction</td>
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<td></td>
<td></td>
<td>• 10% of Journal Club Discussion</td>
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<tr>
<td>Journal Club Presentation</td>
<td>See schedule for deadlines</td>
<td>20%</td>
</tr>
<tr>
<td>Community Agency Interview Reflection Paper</td>
<td>11/14</td>
<td>20%</td>
</tr>
<tr>
<td>Final Project</td>
<td>12/5</td>
<td>25%</td>
</tr>
<tr>
<td>Final Exam</td>
<td>12/12</td>
<td>10%</td>
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Percent System Used:

<table>
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<tr>
<th>% Earned</th>
<th>Letter Grade</th>
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<tbody>
<tr>
<td>93 - 100</td>
<td>A</td>
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<td>90 - 92</td>
<td>A-</td>
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<td>87 - 89</td>
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<td>83 - 86</td>
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<td>80 - 82</td>
<td>B-</td>
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<td>77 - 79</td>
<td>C+</td>
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<td>73 - 76</td>
<td>C</td>
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<td>70 - 72</td>
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<td>D</td>
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<tr>
<td>60 - 62</td>
<td>D-</td>
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<tr>
<td>Below 60</td>
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Please be aware that a C- is not an acceptable grade for graduate students. The GPA for graduate students must be 3.0 based on 5000 level courses and above to graduate. A grade of C counts toward a graduate degree only if based on credits in courses numbered 5000 or higher that have been earned with a B+ or higher.
For greater detail on the meaning of letter grades and university policies related to them, see the Registrar’s Policy Related to 

Make up Exams or Other Work:

Requirements: Students are responsible for all course material, including reading all required materials prior to each lecture. Students should also read your e-mail and announcements in the course several times a week. Students should also reference the calendar in the course to keep up with weekly deadlines.

Make Ups: If you are unable to meet a deadline in this course for a reason approved above and have given prior notification to the instructor when possible, you will be given adequate time to make up any coursework missed. All other missed or late work will receive a grade of zero. Make-up exams will be provided only in cases of excused absences or conflict during final exams per University policy and MUST be discussed with the instructor in advance. Make-up exams will differ from the regularly scheduled exam.

Readings and Discussions: Students should read the assigned readings prior to viewing course lectures and be prepared to discuss the material.

Policy Related to Required Class Attendance

Attendance Policy: Per the University of Florida, students are responsible for satisfying all academic objectives as defined by the instructor. Acceptable reasons for absence include illness, serious family emergencies, special curricular requirements (e.g., judging trips, field trips, and professional conferences), military obligation, severe weather conditions, religious holidays and participation in official University activities such as music performances, athletic competition or debate. Absences from class for court-imposed legal obligations (e.g., jury duty or subpoena) must be excused. Remember that, when possible (i.e. extracurricular activities, official University activities, and religious holidays), prior notification of absence is required if the student plans to be given an extension on assignments. Even though this is an online course, students are expected to log on regularly and participate in the course.

All faculty are bound by the UF policy for excused absences. For information regarding the UF Attendance Policy see the Registrar website for additional details: https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx

STUDENT EXPECTATIONS, ROLES, AND OPPORTUNITIES FOR INPUT

Expectations Regarding Course Behavior

Communication Guidelines

Preferred Course Communications: If you have questions or need to contact me, please email me at scatalanotto@phhp.ufl.edu account.

Academic Integrity

Students are expected to act in accordance with the University of Florida policy on academic integrity. As a student at the University of Florida, you have committed yourself to uphold the Honor Code, which includes the following pledge:
“We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity.”

You are expected to exhibit behavior consistent with this commitment to the UF academic community, and on all work submitted for credit at the University of Florida, the following pledge is either required or implied:

“On my honor, I have neither given nor received unauthorized aid in doing this assignment.”

It is your individual responsibility to know and comply with all university policies and procedures regarding academic integrity and the Student Honor Code. Violations of the Honor Code at the University of Florida will not be tolerated. Violations will be reported to the Dean of Students Office for consideration of disciplinary action. For additional information regarding Academic Integrity, please see Student Conduct and Honor Code or the Graduate Student Website for additional details:

https://www.dso.ufl.edu/sscr/process/student-conduct-honor-code/
http://gradschool.ufl.edu/students/introduction.html

Please remember cheating, lying, misrepresentation, or plagiarism in any form is unacceptable and inexcusable behavior.

Faculty Course Evaluation Process

Students are expected to provide professional and respectful feedback on the quality of instruction in this course by completing course evaluations online via GatorEvals. Guidance on how to give feedback in a professional and respectful manner is available at https://gatorevals.aa.ufl.edu/students/. Students will be notified when the evaluation period opens, and can complete evaluations through the email they receive from GatorEvals, in their Canvas course menu under GatorEvals, or via https://ufl.bluera.com/ufl/. Summaries of course evaluation results are available to students at https://gatorevals.aa.ufl.edu/public-results/.

Policy Related to Guests Attending Class

Only registered students are permitted to attend class. However, we recognize that students who are caretakers may face occasional unexpected challenges creating attendance barriers. Therefore, by exception, a department chair or his or her designee (e.g., instructors) may grant a student permission to bring a guest(s) for a total of two class sessions per semester. This is two sessions total across all courses. No further extensions will be granted. Please note that guests are not permitted to attend either cadaver or wet labs. Students are responsible for course material regardless of attendance. For additional information, please review the Classroom Guests of Students policy in its entirety. Link to full policy: http://facstaff.phhp.ufl.edu/services/resourceguide/getstarted.htm

SUPPORT SERVICES

Accommodations for Students with Disabilities

Students with disabilities who experience learning barriers and would like to request academic accommodations should connect with the Disability Resource Center by visiting https://disability.ufl.edu/students/get-started/. It is important for students to share their accommodation letter with their instructor and discuss their access needs, as early as possible in the semester. The College is committed to providing reasonable accommodations to assist students in their coursework.

Counseling and Student Health
Students sometimes experience stress from academic expectations and/or personal and interpersonal issues that may interfere with their academic performance. If you find yourself facing issues that have the potential to or are already negatively affecting your coursework, you are encouraged to talk with an instructor and/or seek help through University resources available to you.

- The Counseling and Wellness Center 352-392-1575 offers a variety of support services such as psychological assessment and intervention and assistance for math and test anxiety. Visit their web site for more information: http://www.counseling.ufl.edu. On line and in person assistance is available.

- You Matter We Care website: http://www.umatter.ufl.edu/. If you are feeling overwhelmed or stressed, you can reach out for help through the You Matter We Care website, which is staffed by Dean of Students and Counseling Center personnel.

- The Student Health Care Center at Shands is a satellite clinic of the main Student Health Care Center located on Fletcher Drive on campus. Student Health at Shands offers a variety of clinical services. The clinic is located on the second floor of the Dental Tower in the Health Science Center. For more information, contact the clinic at 392-0627 or check out the web site at: https://shcc.ufl.edu/

- Crisis intervention is always available 24/7 from: Alachua County Crisis Center: (352) 264-6789 http://www.alachuacounty.us/DEPTS/CSS/CRISISCENTER/Pages/CrisisCenter.aspx

Do not wait until you reach a crisis to come in and talk with us. We have helped many students through stressful situations impacting their academic performance. You are not alone so do not be afraid to ask for assistance.

Inclusive Learning Environment

Public health and health professions are based on the belief in human dignity and on respect for the individual. As we share our personal beliefs inside or outside of the classroom, it is always with the understanding that we value and respect diversity of background, experience, and opinion, where every individual feels valued. We believe in, and promote, openness and tolerance of differences in ethnicity and culture, and we respect differing personal, spiritual, religious and political values. We further believe that celebrating such diversity enriches the quality of the educational experiences we provide our students and enhances our own personal and professional relationships. We embrace The University of Florida’s Non-Discrimination Policy, which reads, “The University shall actively promote equal opportunity policies and practices conforming to laws against discrimination. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status as protected under the Vietnam Era Veterans’ Readjustment Assistance Act.” If you have questions or concerns about your rights and responsibilities for inclusive learning environment, please see your instructor or refer to the Office of Multicultural & Diversity Affairs website: www.multicultural.ufl.edu