



Presented by
the Office of Diversity and Community Engagement

DIVERSITY & INCLUSION

2015 - 2016
ANNUAL REPORT



Acknowledgements

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WELCOME

A Message from the Vice President

Dear UT Dallas Community,

The commitment to making The University of Texas at Dallas welcoming and inclusive is a never-ending one. The following pages of this Annual Diversity Report provide an update on our progress toward a more diverse and inclusive campus. In order to achieve our goals and maintain our values, the university aims to attract, recruit, and retain faculty, staff, and students of the highest caliber. Efforts are being taken to recruit faculty that is diverse and broadening to the field of knowledge here at UTD. These efforts, in turn, can impact the possibilities that students of all backgrounds imagine for themselves. Only by ensuring equitable opportunities can the University be confident that it is recruiting from the widest available pool of talented individuals. These efforts are part of a dynamic process that includes new programs and policies initiated as a result of input from our own community, as well as the continuation of many initiatives that are already delivering results. While we have many reasons to celebrate and be proud, we resolutely remember that there is still much more to learn and do.

Diversity and inclusion continue to be the subject of important conversations on our campus and has been at the forefront of the national news. Across the country, the voices of minority students and allies challenging inequities on campuses have sometimes been intense. We have been initiating programs to address the questions of how we can best create an environment that is safe, supportive, and welcoming for all in our community.

In ODCE, we have 4 main departments that strive to fulfill UT Dallas' commitment to embrace, enhance and celebrate diversity at all levels of the University and our community:

- 1) Department of Institutional Diversity Initiatives (DIDI)
- 2) Department of Community Engagement (CE)
- 3) Multicultural Center (MC)
- 4) The Galerstein Women's Center (GWC)

The University of Texas at Dallas has more than 24,000 students representing over 30 U.S. states and 90+ foreign countries. All of our students bring to campus the full and rich spectrum of our world's diversity. Along with that diversity, students arrive with their unique talents, needs and circumstances.

The 2016-2017 academic year marks 10 years of The Office of Diversity and Community Engagement's (ODCE) efforts to promote diversity and inclusiveness through its various programs and partnerships. Notable progress in the past year includes over 6,000 faculty, staff and students participating in Diversity-focused initiatives. Working together, we can further strengthen a University that is welcoming and supportive of all in our community. I hope that you discover in these pages' multiple ways to join the efforts of our UT Dallas Community.

Sincerely,

George Fair, Ph.D.
Vice President, The Office of Diversity and Community Engagement
The University of Texas at Dallas





History

In June 2006, the University's Core Committee for the Support of Diversity and Equity proposed to create a position for a chief university officer for diversity and equity, and a fully functioning department. The request was submitted to President David E. Daniel for cabinet consideration in April 2007. The position reported directly to the President and was charged with all matters related to the creation of a diverse community of scholars, students, staff and advisors to foster inclusiveness and opportunity. Subsequent deliberation expanded the purview of the proposed office to include direct responsibility for community engagement. In June 2007, the University announced the appointment of Dr. Magaly Spector as UT Dallas' first Vice President for the Office of Diversity and Community Engagement. Since 2014, Dr. George Fair has served as the Vice President for the Office of Diversity and Community Engagement.



Mission statement

The Office of Diversity and Community Engagement strives to accomplish the fulfillment of the UT Dallas commitment to embrace, enhance and celebrate diversity at all levels of the University and our community through the efforts of faculty, staff, students, and the executive leadership and community partnerships.



How the ODCE relates to the university's mission

The Office of Diversity and Community Engagement's programs and services support the overall mission and strategic vision of the university by advocating for inclusive campus policies and practices; educating the campus and broader community on a variety of diversity-related topics; empowering students, staff and faculty with the confidence and skills for success; and connecting them to resources, mentors, scholarships, internships and volunteer opportunities.



ODCE Strategic Goals

To help us purposefully lead, connect, and advocate for diversity, equity, and access at UTD, the Office of Diversity and Community Engagement has developed the following strategic goals:

1. Develop and communicate a collective and inclusive understanding of diversity and its benefits across campus
2. Create a welcoming campus climate to foster a culture that promotes and celebrates diversity at UT Dallas and to attract and retain a diversity of talented people at all levels
3. Recruit, retain and graduate a diverse student body
4. Develop diversity education and training
5. Build partnerships to address the educational needs and diversity challenges of the community

Departments within the Office of Diversity and Community Engagement:

The Department of Institutional Diversity Initiatives



The Department of Community Engagement



The Multicultural Center



The Galerstein Women's Center



The Department of Institutional Diversity Initiatives

The Department of Institutional Diversity Initiatives (DIDI) supports and enhances the communication infrastructure within the Office of Diversity and Community Engagement (ODCE). Through its diversity lecture series, diversity awareness training, Retention Scholarship Fund, annual recognition ceremonies, and other diversity educational initiatives, the department works to create a heightened awareness of the various roles that stakeholders play in creating and supporting a diverse UT Dallas environment.

DIDI Programs/ Services/Initiatives

Diversity Awards Ceremony and Soiree
The Diversity Awards Ceremony and Soiree is an annual diversity recognition program that seeks to inform and inspire by highlighting the achievements of faculty, staff, students, student organizations, and corporate and community partners.

Diversity Lecture Series
Collaborating with such partners as the Committee for Diversity and Equity, the Office of Human Resources Management, the Women's Center, and the Multicultural Center, and the Veterans Center, DIDI hosts diversity lectures and seminars throughout the year.

Student Diversity Council
The Student Diversity Council is comprised of student leaders who provide perspective, input, and advice to ODCE. The council addresses the elements of student diversity in ways that move beyond simple tolerance and more toward embracing and celebrating the rich dimensions of diversity contained within each individual.

Employee Resource Group
In 2015-2016, an interest meeting was held to explore the launch of Employee Resource Groups at UT Dallas.

Communication/Marketing
Servicing ODCE's main portal to its information, DIDI supports and enhances the communication infrastructure of ODCE by providing a digital space and marketing materials that highlights UT Dallas' diversity programs, services, and initiatives.

Poetry Workshops and Poetry Slam Competition
The Poetry Workshops and Slam Competition includes several opportunities for students to improve and showcase their poetry writing skills. Slam Competition winners perform at the Diversity Awards Ceremony and Soiree.

Retention Scholarship Fund
The Retention Scholarship Fund awards sophomores, juniors, or senior undergraduate students who have excelled academically but have unmet need after their financial aid has been awarded. Sponsors of this scholarship fund are recognized at the Diversity Awards Ceremony and Soiree. Recent sponsors include the School of Brain and Behavioral Health, the School of Natural Sciences and Mathematics, Rockwell Collins, Blue Cross Blue Shield, Southwest Airlines, and Lennox, Inc.

Accessibility Seminar
The Accessibility Seminar is an annual event that addresses education and workforce challenges among individuals with diverse abilities. Through a partnership with the Office of Equity and Compliance, the Office of AccessAbility, the Office of Human Resources and Procurement Management, the Career Center, and other partners, the Accessibility Seminar includes research presentations, seminar discussions, and on-hands activities to explore best practices and create partnerships between faculty, staff, students and the broader community.

Diversity Advisory Council
The Diversity Advisory Council is made up of prominent leaders from local community and industry partners who offer input to ODCE. The council provides advice and assistance to ensure that the University's diversity goals are strongly aligned with, and supported by, the greater Dallas community.

Diversity Initiatives

BY THE NUMBERS

2015-2016

150+
GUESTS



attended the 2016 Diversity Awards Ceremony



The number of students who have participated in the annual poetry slam workshop has more than

DOUBLED

those in the previous years at UT Dallas

400+
PEOPLE



attended the Diversity Lecture

Series, including talks from a motivational speaker (Juana Bordas: Soul, Salsa, and Spirit), military veterans (KeeShaun Coffey and Mike Rials: Maximizing Cognitive Empowerment of our Future Leaders) and Deloitte representatives (Millennials in the Workforce)

\$20,000+

awarded in Retention Scholarships



90+
PARTICIPANTS



attended the Accessibility Awareness Seminar

as it addressed the training needs and diversity challenges of college students with disabilities transitioning to the workforce

15+ MEMBERS



of the Student Diversity Council participated in activities,

including partnering with the International Rescue Commission to host a campus visit with students, visiting the Crow Collection of Asian Art, and assisting with ODCE's lectures and luncheons, and the university's sexual assault awareness campaign

The Department of Community Engagement

The Department of Community Engagement (CE) focuses on fostering collaborative partnerships with area school districts, community colleges, community organizations and area businesses to increase student diversity at UT Dallas, and to increase the visibility of the University among underrepresented minority populations in the region.

G-Force Mentor Program

The UT Dallas G-Force Mentor Program is a “near-peer” student mentoring program that serves underrepresented students at select high schools in Dallas and Richardson Independent School Districts. UT Dallas students provide high school mentees hands-on support to complete admissions and financial aid applications, search for scholarships, and select a college.

The Diversity Scholars Program

The Diversity Scholars Program awards students who have a record of academic excellence in high school or community college and show significant financial need. The program encourages proactive behavior, promotes the usage of UTD academic resources, and creates accountability among scholarship recipients.

Urban STEM Camp

The Urban STEM Camp engages middle school students in a 3-5 day residential camp that provides them an opportunity to learn more about S.T.E.M. disciplines through workshops, presentations and competency drills. The camp is co-sponsored by Project Still I Rise, a local non-profit that works with minority males to increase high school graduation rates and interest in STEM among this population.

President’s Volunteer Service Awards

The Department of Community Engagement, through its collaboration with other campus departments, manages UT Dallas’s participation in the President’s Volunteer Service Awards.

Underrepresented Minority Student Recruitment Task Force

The Underrepresented Minority Student Recruitment Task Force is a working group that coordinates the coverage of diversity recruitment events in the community, coordinates call and marketing campaigns, and addresses issues affecting URM enrollment.

CE Programs/Services/Initiatives

SAT Math Prep

In partnership with area universities, and Dallas and Richardson ISDs, the Free SAT Math Prep classes engages high school sophomores and juniors. Classes are taught by Dallas ISD master math coaches.

Aiming for the Stars African American Male Academic Bowl

The Aiming for the Stars African American Male Academic Bowl is an annual quiz show-style tournament that promotes academic achievement among boys in grades 4 through 8 by engaging them in a dynamic and enlightening academic competition.

Minority Scholars Symposium

The Minority Scholars Symposium is an annual one-day college preview event that hosts underrepresented juniors from local high schools in collaboration with the Office of Admission and Enrollment and the Academic Bridge Program. Students participate in an admissions committee exercise, tour the university, and meet with current faculty, staff and students.

Diversity Outreach Team

The Diversity Outreach Team participates in admissions and financial aid nights in the community, conducts campus visits, and provides tutoring to middle and high school students.

Greater Dallas Hispanic Chamber of Commerce and Dallas Black Chamber of Commerce Partnerships

CE actively represents the University at these two chambers. Additionally, CE staff members promote the Chambers’ scholarship programs to prospective UT Dallas students as external financial aid opportunities.

Marketing of Summer Camps

CE collaborates with the Office of Communications and other on-campus departments to develop marketing materials and strategies to promote UT Dallas based summer camps.

Community Engagement

BY THE NUMBERS

2015-2016

\$120,000



was awarded by the the Texas Higher Education Coordinating Board awarded for a 2 year G-Force Mentoring Program

87 STUDENTS

currently participate in the Diversity Scholarship Program



899 APPLICATIONS

for college admission were submitted by high school seniors served through G-Force Mentoring Program

Average cumulative GPA of the students

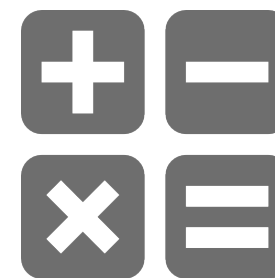


3.21

in the Diversity Scholarship Program

The SAT Math Preparation Classes served

1,240 STUDENTS



The African American Male Academic Bowl hosted the most teams ever.

40+ TEAMS



81 ACTIVITIES hosted by CE

4,369 STUDENTS

k-12 served through CE’s community and college access programs



1,290 PARENTS

served through CE’s community and college access programs

BY THE NUMBERS

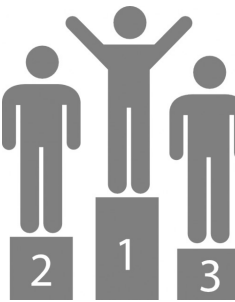
2015-2016

60% INCREASE in student attendance at the Southwestern Black Students Leadership Conference



The Diversity Education Module was used in

118+ SESSIONS



150 ATTENDEES took the pledge against Hate speech



7,736 PARTICIPANTS at MC Events



6,024 STUDENTS participated in the Diversity Module



Class presentations about diversity was included as a component in **90%** of freshman courses

2,371 students participated

86% indicated increased appreciation for campus diversity;

95% indicated increase in knowledge of campus resources



75 PROGRAMS hosted by MC



50% INCREASE in student attendance at the Student Conference on Latino Affairs



MC Programs/Services/Initiatives

Diversity Education

The Multicultural Center hosts a number of Diversity Education trainings, presentations, programs, and dialogues to student classes, groups, and organizations. The creation and development of both the Diversity Education Advisory group and awareness module has become a vital component to creating a culturally competent student community. Implemented as part of the Fall 2015 compliance training, the module is now a requirement for every student employee that works on campus.

Co-sponsored activities

Activities co-sponsored by the Multicultural Center include: Bangladesh Night, VSA by Night, International Week Study Abroad Program, Texas Party, Outreach Programs, Welcome Back Block Party, Cometville Carnival, Diversity Network Reception, State Department/ Global NT Reception

Scholarships

The Diversity Scholars Program is a joint effort between the Department of Community Engagement and the Multicultural Center that awards students who have a record of academic excellence in high school or community college and show significant financial need.

Hispanic Leadership Banquet (HLB)

The Hispanic Leadership Banquet recognizes the achievements of Hispanic student organizations, the Hispanic Student Success Taskforce, and other UTD students and staff.

Black Student Alliance-Executive Board Officer Development

Each year, as a collaborative effort, the Multicultural Center assists the leadership of the UTD Black Student Alliance in their planning and preparation for the year.

Operation I AM: Black Student Leadership Weekend

This annual event highlights UT Dallas's student support services and academic excellence through workshops and team building activities that encourage positive peer interaction.

Cultural Celebrations/Events

MC's cultural programs and activities includes film screenings, talent showcases, dinner, cultural performances, panel discussions, and celebrations that focus on the following cultural heritage groups: African American, Hispanic, Asian, Native American and European. Signature events include: Variety Showcase, Social Supper, Africa Night, The Big Dinner, Hispanic Heritage Month Kickoff, Hispanic Heritage Celebration, Domino Night, Dia De los, Cinco De Mayo, Mid-Autumn Festival, Lunar New Year Celebration, Asian Heritage Celebration, European Heritage Celebration, The Native American Heritage Celebration, Identity: The Multiracial Experience, Juneteenth Celebration, Dr. Martin Luther King, Jr., Celebration Breakfast.

Conferences

Each year, a select number of participants attend the National Conference on Race & Ethnicity in American Higher Education (NCORE) and the Student Conference on Latino Affairs (SCOLA). At these conferences, students engage in critical discussions and dialogue while exploring identity, leadership, professional development, and the celebration of cultural creativity.

Harambee Dinner and Awards

The Harambee Dinner and Awards is an annual co-sponsored End-of-Year event to recognize the academic achievements, campus involvement, and leadership excellence of African American students.

MC Leaders' Retreat

The MC Leaders' Retreat is an initiative created and implemented to support the leadership development of the executive officers of Multicultural Center's sponsored student organizations. During the retreat, participants complete activities and exercises that focus on organization management, team building, and personal development.

Sister to Sister

Sister to Sister: A Night of Pampering & Care is a program designed for African American women to engage in a support network while exploring campus pathways to mental health resources through the Student Counseling Center.

The Galerstein Women's Center

Since 1996, the Galerstein Women's Center has served as a campus resource that fosters a safe and inclusive environment by advocating for gender equity and diversity through leadership development, education, programs, and services.

GWC Programs/Services/Initiatives

Childcare Initiative

The Childcare Initiative advocates for a child care facility and uses the workplace options website to provide resource and referral services to address child care and daily living needs.

Lily Pad

Lily Pad Stations provides a clean, secure, and user-friendly environment for students, staff, and faculty women who need to express breast milk during their work shift or school hours.

Study Break Opportunity

Study Break Opportunity allows students to take a break from studying and connect with LEAP members, programs, and resources.

Breast Cancer Awareness Luncheon

The Breast Cancer Awareness Luncheon, co-sponsored with Sigma Lambda Gamma, includes presentations on breast cancer awareness from a Susan G. Komen of Dallas representative.

Girl Day

Girl Day is an annual one-day program that encourages girls to pursue STEM careers.

Support Funds

Keith-Huckaba Student Support Fund, an award for a student who demonstrates advocacy for the LGBT+ community.

GWC Lending Library

The GWC Lending Library provides gender and LGBTQIA-related, self-help books.

International Week: Henna

International Week: Henna provides a relaxing and creative way to experience another culture through personalized and decorative adornment of ancient Indian art.

Safe Zone Ally Training

Safe Zone Ally Training provides a venue for LGBTQIA people and Allies to learn about issues affecting the LGBT+ campus and surrounding community.

Counseling Services

Counseling Services provides counseling support to help students, staff and faculty achieve emotional well-being

Tea Events

Tea Tuesdays offers free tea every Tuesday to share information on WC resources.

Tea Talks are monthly talks that include informal discussions on varied topics related to women, gender and sexuality.

Welcome Week Tea Break and Welcome Week Breakfast Bonanza are both events that provide free food for students and give information on all GWC programs and resources

Gender Studies Lecture Series

Gender Studies Lecture Series are presentations on gender-related research.

Empower & Connect Women Series

The Empower & Connect Women Series engages student semi-annually in \$tart \$mart: An interactive workshop designed to give college women the confidence and skills they need to earn fair compensation.

Scholarships

The Anne & Joseph Montemayor Endowment Scholarship is for students who have experienced a challenge that has made it difficult to achieve educational goals.

The Northwood Woman's Club Scholarship is a scholarship award for students who have overcome a life crisis and need financial assistance to achieve educational goals.

The Lars Magnus Scholarship (Ericsson) is an annual scholarship award (4) for STEM students of high academic achievement

Women's History Month

Women's History Month honors and celebrates individuals and organizations who are making an impact in the lives of girls and women, and highlights the contributions of women in society.

Galerstein Women's Center

BY THE NUMBERS

2015-2016

565



CAMPUS & COMMUNITY

trained for Safe Zone Ally Training presentations

Awarded over

\$15,000

in scholarships



COMPLETED
CAMPUS PRIDE INDEX-



Completed the Campus Pride Index - national benchmarking tool for assessment of institutional commitment to LGBT-inclusive policies, campus climate, student leadership opportunities, housing, programs and practice. UT Dallas received 3.5 stars out of 5, competing with the University of Houston for the number one spot in Texas for LGBT-friendliness. UT Dallas will be listed in the College Search Resources Guide for Prospective LGBT and Ally students.



588 HOURS

of utilization of the lactation facilities on campus for a total of 4 campus spaces for nursing mothers

8TH YEAR

of Introduce a Girl to Engineering Day, 130 high school students and 130 UT Dallas student volunteers



35 PROGRAMS & 2,364 PARTICIPANTS



at Galerstein Women's Center events

350 ATTENDED

National Day of Silence



National Coming Out Day included

145



PARTICIPANTS



318 HOURS

of Professional Counseling services provided to students, staff and faculty

559 ATTENDED

20th Anniversary celebration of the Galerstein Women's Center



105 ATTENDED

Empower and Connect Women Series and Gender Studies Lecture



A Message from ODCE's Research Division

Dear UT Dallas Community,

Though seen by some as simply trending topics, Diversity and Inclusion are concepts that can, when enfolded, play a profound influence on how environments and their inhabitants flourish. The impact of diverse educational environments, for example, are enhanced when there are concerted efforts to support and assess the connection between identity, personal growth, and collective advancement. The University of Texas at Dallas has a unique opportunity to brand itself as an institution known for world-class education and performance while championing diversity and inclusion on campus and beyond. Academic excellence is at the core of this university nestled in the northern sector of North Texas.

This report highlights the contributions of students, staff, faculty and the broader community during the 2015-2016 school year. There were several notable highlights as the Office of Diversity and Community Engagement experienced an increase in attendance and participation at several events throughout the year. The Department of Institutional Diversity Initiatives, in conjunction with the Office of Accessibility, launched an official partnership with Raytheon to address the employment of college graduates with diverse abilities. Along with serving university students, the Department of Community Engagement engaged thousands of pre-college students and their parents throughout the year to increase the matriculation of students from traditionally under-represented backgrounds. The Multicultural Center experienced significant increases in student participation in leadership conferences and activities. In addition, a majority of freshmen courses included a diversity component created by the Multicultural Center. For the first time ever, the Women's Center completed the campus pride index and started the celebration of its 20th year on the campus of UT Dallas. The Office of Diversity and Community Engagement also collaborated with the Office of Equity and Compliance on several projects-including a campaign to increase awareness about preventing sexual assault.

Council members, from the student population and the corporate and community sectors, have worked with the Office of Diversity and Community Engagement all year to identify and implement methods to strengthen the University's Diversity and Inclusion agenda. The Office of Diversity and Community Engagement's various partnerships have culminated into several need-based scholarships, internships, and workshops. Students, in turn, are paying it forward by serving as university ambassadors, volunteers, and mentors.

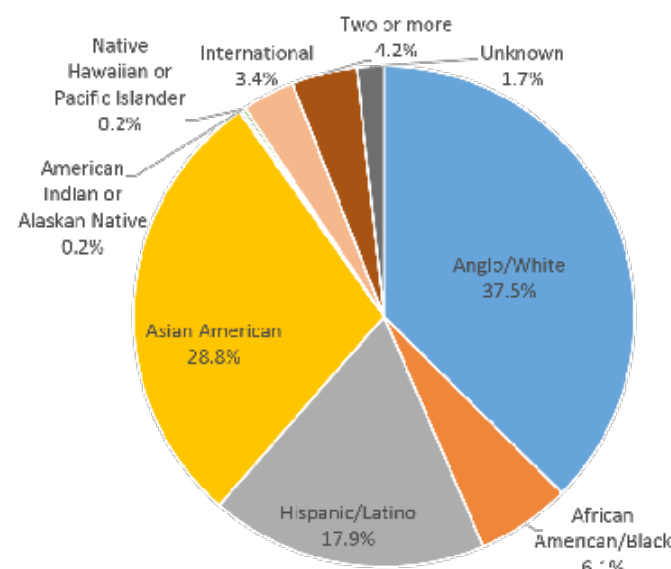
There are several dimensions of diversity and as we work to address them, we will continue to consult best practices and conduct our own research to improve the Office's strategic goals and objectives. In the meantime, we ask that you join us by participating in our many initiatives, programs, and services, and providing feedback. Additionally, your contribution as a volunteer, donor and/or conduit to resources helps to manifest our goal of creating a more diverse and inclusive campus. The accompanying graphs provide a snapshot of race and ethnicity at UT Dallas, and they highlight opportunities for fostering a more diverse and inclusive community of student, staff, and faculty. As we celebrate the Office of Diversity and Community Engagement's ten years as a core component of UTD, we invite you to visit our website to learn more. Your involvement matters in our on-going quest to materialize what we know can come from an education tree that nourishes each and every one of us.

Sincerely,

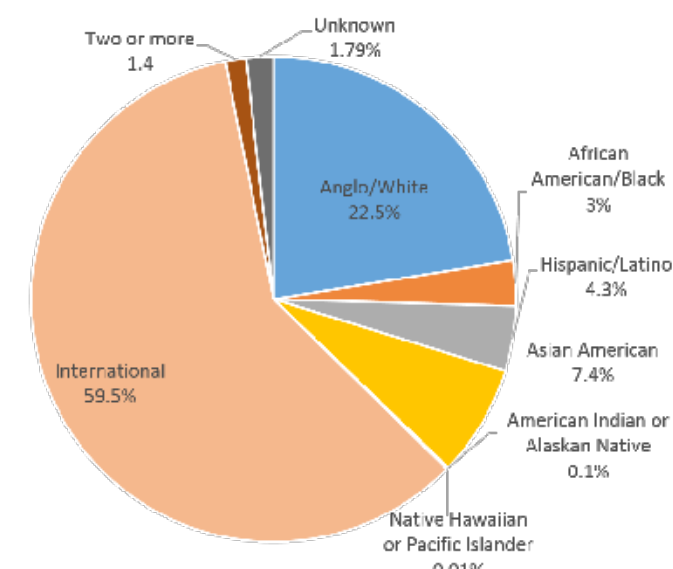
Shaunqula "Shaun" Wilson, Ph.D.
 Research Associate, The Office of Diversity and Community Engagement/School of Interdisciplinary Studies
 The University of Texas at Dallas

ETHNIC & RACIAL DIVERSITY AT UT DALLAS

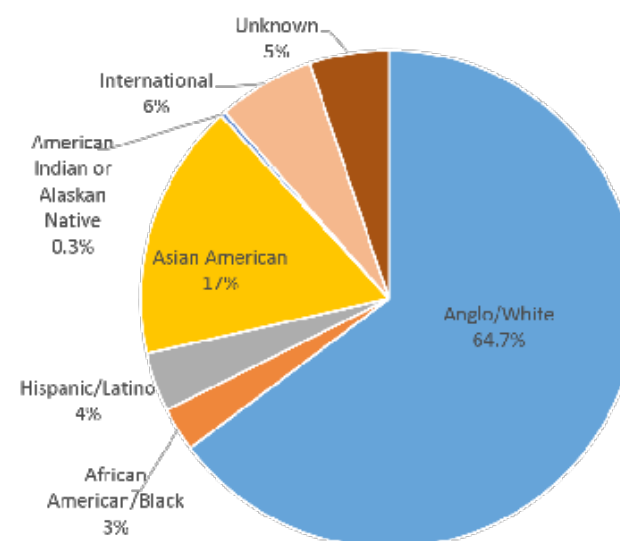
Undergraduate Students (N=15,642)



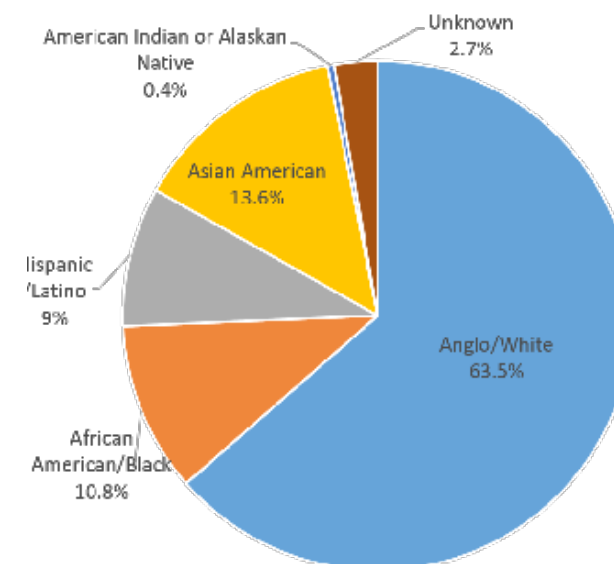
Graduate Students (N=8,912)



Faculty (N=1,220)



Staff (N=2,653)





“ UTD is where I found my wings to fly. The wings that would move mountains and declare victories. The wings that will never fail me and allow an opportunity like today, for all nations to become one. ”
-Chelsea Chevis
Child Learning and Development/Psychology
UT Dallas



“ The Retention Scholarship has impacted my experience at UT Dallas because it allowed me to buy books for an entire semester when my family was going through financial problems and could not help me with this expense. I am beyond grateful for this scholarship that helps low income minority students. Thank you! ”
-Argelia Simon
Mechanical Engineering
UT Dallas
Secretary, SHPE at UTD

“ UTD’s engagement with our wider North Texas community and people of the world is an important part of practicing diversity. Most importantly, we are building upon diversity in our social and human relationships to create greater understanding and support for all people regarding opportunities and access to resources, beginning with education and extending into public policy and our collective will and human spirit. ”
-Dr. Bobby C. Alexander
Associate Professor of Sociology, UT Dallas



“ The team at the Office of Diversity & Community Engagement strives to address a challenge that was set decades ago: to establish an environment where everyone can achieve to the best of their abilities, with no regard to race, sex, orientation or physical challenge. UTD has been that special place as long as I have been around the campus. The students here have always been welcoming and willing to provide the leadership to build an open and welcoming community. It is our responsibility as alumni to make sure that the resources are there to help them remove any barriers they might face and to provide opportunities for their continued growth while they are on campus and as they venture out into their future. ”
-Bill Alston
UT Dallas Alumni/Diversity Advisory Council Member
Managing Consultant, Tata Consulting Services



“ It’s great to know UTD has focused on Diversity & Inclusion for years. The ODCE has done an awesome job on planning and executing the strategies in the community. ”
-Mei Miao
UT Dallas Alumni/Diversity Advisory Council Member
Vice President/Regional Multicultural Banking Officer,
BB&T Multicultural Banking



“ The Retention Scholarship has helped reduce my financial burden and allows me to focus more on studies without having to worry about unmet financial need. This scholarship will help reach my goal and will always motivate me to strive for excellence ”
-Shekhar Karki
Electrical Engineering/International Political Economy
UT Dallas

“ I have had an overwhelmingly positive experience with the Women’s Center, both as a student and a student worker. I have always felt welcomed and listened to. The Women’s Center, in my opinion, has always striven to serve the students of UTD and provide opportunities for transitional support (home to school, school to work, gender transition) and works continuously towards bettering itself and UTD. ”
- Cody Kuhn
Sociology
UT Dallas



“ UTD has grown so much these past few years; it’s wonderful to see how diverse and global the student body is. As a parent of 2 UTD students, I’m so glad that my children have an opportunity to have a panoramic perspective of the world through the friends that they interact with on campus. This will definitely help prepare them as they enter the work force in this global society. ”
-Trang Dang-Le
Diversity Advisory Council Member
Managing Partner, DFW iRealty





“I have participated in several Diversity and Inclusion initiatives- many of which have taught me about the subject matter. I am proudest of serving on the Diversity Advisory Council at UT Dallas because we live, practice and are examples of continually learning and growing into what “Inclusion” really means. It is visually seen on the campus and the campus’s heart beats to its mandates and continuing changes.”

Jay Forte, CEO
Diversity Advisory Council Member
American Language Technologies, Inc.

Join Us!

...because it takes all of us

Over the years, various individuals and organizations have generously supported the Office of Diversity and Community Engagement through a combination of financial contributions, shared time and skills, and other resources. Alumni and other interested individuals have lent their insights and experience as program speakers, workshop instructors, and volunteers for many of ODCE’s programs, services, and initiatives.

In 2015-2016, ODCE received approximately \$150,000 in financial donations. We recognize the invaluable role financial donations can play in our efforts to increase retention and provide cutting-edge intercultural competency training, so donations are always welcomed. Some of the ways in which your donation can be used include:



Sending a student to a leadership retreat



Supporting a resilience and cultural competency workshop



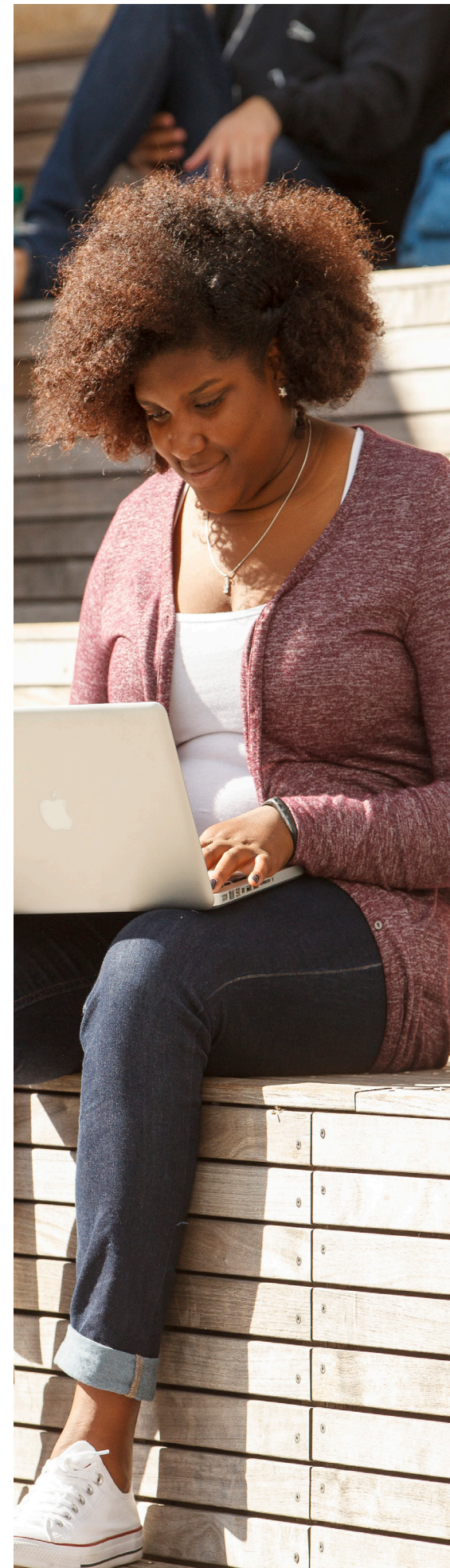
Funding scholarships that support retention among students



Contributing to the hosting of a dynamic lecture



Assisting in the development and implementation of a community service initiative



Donate

To make a gift online, visit <https://giving.utdallas.edu/diversity>, where you can select the Office of Diversity & Community Engagement as a designated beneficiary.

Your donation will go directly to the University of Texas at Dallas, which then distributes funds to the Office of Diversity and Community Engagement. The University of Texas at Dallas is a registered 501(c)3 organization, and as such, all gifts are tax deductible.

If you have any questions regarding your gift, or would like to receive further information about ways that you can support ODCE, please contact us at (972) 883-4566.

Fund Scholarships

The Diversity Scholarship Program, Retention Scholarship Program, Galerstein Student Support Fund, Anne and Joseph Endowment, Ericsson Scholarship, & Northwood Woman Club Scholarship are some of the scholarship programs that benefit a diverse group of students who have unmet need after their financial aid package has been awarded.

Sponsor Us

Each year, the Office of Diversity and Community Engagement, in partnership with the Office of Development and Alumni Relations, recognizes a corporate partner who has supported initiatives to advance diversity at the University. The award is presented at the annual Diversity Awards Ceremony and Soiree. Previously, the award has been presented to the AT&T Foundation, Texas Instruments, Ericsson, Lennox International, Blue Cross Blue Shield of Texas, and Rockwell Collins.

Other recent financial contributors also include the School of Brain and Behavioral Health, the School of Natural Sciences and Mathematics, the Texas Higher Education Coordinating Board, Southwest Airlines, Raytheon, Rockwell Collins, Blue Cross Blue Shield, Southwest Airlines, and Lennox, Inc.



Vice President
Dr. George Fair

Administrative Assistant
Oralia Mendez

Research Associate
Dr. Shaunqula Wilson

The Office of Diversity and Community Engagement **LEADERSHIP**

In addition to our leadership, ODCE has employed over 100 staff as social media liaisons, graphic designers, website managers, community educators, Diversity Outreach Team members, and in various administrative support roles.



The Department of Institutional Diversity Initiatives

Director

Rosie Peterson

Program Coordinator

Jasmine Johnson

Graphic Designer

Saarah Khan

Web Master

Ben Crozier

The Department of Community Engagement

Director

Raul Hinojosa, Jr.

Assistant Director

David Robinson, Jr.

Program Specialist

Cynthia Sorto

Administrative Assistant

Anh Nguyen

The Multicultural Center

Assistant Vice President/Director

Arthur Gregg

Assistant Director, Diversity Education

Danny Cordova

Assistant Director, Programs and Marketing

Bruce August, Jr.

Coordinator, Student Success & Outreach

Monica Williamson

Coordinator, Diversity Education

Susie Pruitt

Administrative Assistant

Carrilaine Schneckner and Elise Connolly

The Galerstein Women's Center

Director

Lauren M. DeCillis, LMSW-IPR

Assistant Director

Narcely Ruiz, LMSW

Student Development Specialist

Matthew Johns, M.Ed.

Counseling Specialist

Katrina Watland, LCSW

Counseling Specialist

Eleanor Burt, LCSW

Administrative Assistant

Ashfia Salemin



AWARDS AND RECOGNITIONS

2016 Diversity Awards Recipients

Alba Ramirez, Student Diversity Award

Sigma Lambda Gamma Sorority, Student Organization Diversity Award

Jeff Leach, Community Champion of Diversity Award

Rockwell Collins, Corporate Diversity Award

Mary Jane Suarez Partain, Staff Diversity Award

Mary Beth Goodrich, Inclusive Teaching Diversity Award

Dr. Meghna Sabharwal, Inclusive Teaching Diversity Award

L'Aunjanee Carriere, Danielle Edmonds, Diversity Slam Poetry Competition Winners

ODCE Staff Awards and Recognitions

Lauren DeCillis, C.A.R.E. Award, UT Dallas

Bruce August, C.A.R.E. Award, UT Dallas

Narcely Ruiz, Eternal Flame Award - 10 Year Milestone and Leadership Award, Chi Upsilon

Sigma National Latin Sorority, Inc.

Ashfia Salemin, Dallas Admin Big Idea Award, The Admin Awards

Rosie Peterson, 10 year staff award/ recognition UT Dallas

George Fair, Ph.D., 40 year staff award/ recognition UT Dallas

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