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Fall '16
Newsletter

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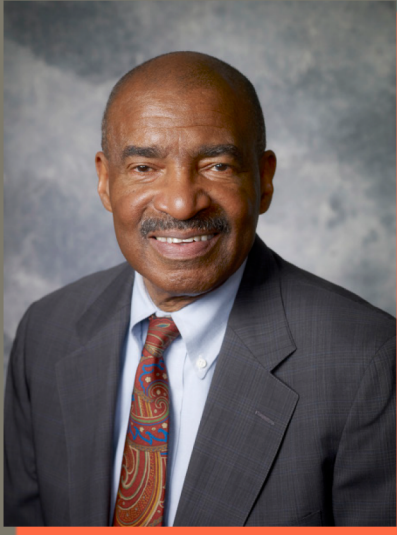
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Our Mission

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, the executive leadership and community partnerships. UT Dallas aspires to be a leader in promoting diversity to reach the highest levels of excellence.



DR. GEORGE FAIR

*VP for Diversity & Community Engagement
Dean,*

School of Interdisciplinary Studies

“Extensive research demonstrates that embracing diversity improves decision making and builds more successful organizations. We’re pleased to present a series of lectures this fall that explores ways to expand diversity in the workplace through leadership and accessibility.”

-Dr. George Fair



JAMES DOCKERY
Associate VP
& Title IX Coordinator,
Institutional Equity
and Compliance



ARTHUR GREGG
Assistant VP for
Multicultural Affairs
Director,
Multicultural Center



Office of Institutional Equity and Compliance



Community Engagement



Multicultural Center



Galerstein Women's Center



Institutional Diversity Initiatives

Contact Us

The Office of Diversity and
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800 W. Campbell Road, AD26
Richardson, TX 75080

Physical Location:
Administration Building AD 3.207
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INSTITUTIONAL EQUITY AND COMPLIANCE

The OIEC partnered with the Women's Center to bring the One Love Foundation's "Escalation" workshop to UTD on October 25, 2016 as part of Domestic Violence Awareness Month. Student attendees watched a 40-minute film that tells the story of college students in an abusive relationship, and then participated in small group discussions based on the film. Each discussion group was led by UTD students who received facilitator training from the One Love Foundation. Students discussed the signs of relationship abuse and what they can do to make a difference. "It was inspiring to see how engaged and passionate students were about this issue," said Brandy Davis, OIEC's Director of Title IX Initiatives.



On September 1, Adrienne Wilson joined the OIEC staff as a Compliance Training Coordinator. Her responsibilities include ensuring that all new employees receive their Compliance Training promptly, and she will also be the point person for the Annual Compliance Training. Long term, the office is working on ways to further automate the training process.

October was National Employment Disability Awareness Month, and the Office of Diversity and Community Engagement sponsored a number of events. Employment Disability Awareness activities focus on the "ability" an applicant for employment might have, not any disability. If the candidate is qualified for the job, then the hiring manager can work with Human Resources to work out suitable accommodations. At the October 5 HR Forum, a preview was given of the month's upcoming events, and Human Resources presented information on how to hire an applicant who may have a disability and how the accommodation process works.

Stop Sexual Assault



On October 12, a panel discussion was held with the topic of the "Future of Accessibility, Moving from Disability to Ability." We were fortunate to have 3 UT Dallas professors speak to us about their area of research that impacts accessibility: Dr. Richard Scotch, Dr. Robert Gregg and Dr. Ken Pugh.

On October 19, the Office of Diversity and Community Engagement and the Office of Student AccessAbility welcomed the "Ability Exhibit" to our campus for the day. The exhibit was developed by St. Louis University. Through displays of 9 interactive stations and 3 videos, the exhibit provides insight into the world of persons with disabilities and how we as organizations and individuals can be "Allies for Inclusion."

Two major events sponsored by Raytheon Corporation wrapped up the month. On October 24, Dr. Stephanie Cawthon from UT Austin spoke on "Self Disclosure Decisions of University Students with Disabilities." Other speakers addressed "Strategies to Improve College to Career Transitioning for People with Special Needs." On October 26, the month's events closed with a job fair for UT Dallas students.

National Coming Out Day: I'm Coming Out! – October 11, 2016

This year's National Coming Out Day was held on Tuesday, October 11. The two-hour event served as a time and space for students, faculty and staff to share their unique coming out stories. Activities included a singer/songwriter from the LGBT+ community in Dallas and a guest speaker, Sylvia, from the Trans Pride Initiative. Sylvia spoke to our students about her coming out process and the struggles she has faced. Over 298 students received information about the importance of National Coming Out Day. Our mission for this event is to highlight the stories of our courageous LGBT+ students, staff and faculty and to share with the campus the numerous resources available to them. National Coming Out Day is also a celebration of the progress we have made on and off campus to advance the equality of LGBT+ students, staff and faculty.



Empower & Connect Women Series – September 27, 2016

Hello from the Other Side: Transitioning from the Classroom to the Workplace

The Empower and Connect Women Series exists to provide women with tools and confidence for success, as well as a platform for students to connect with resources and mentors. During the event, over 70 participants engaged in facilitated roundtable discussions over dinner with women professionals. Topics included internships, skills learned during college, concerns regarding entering the work industry and salary negotiations. The evening also included a Q&A with a diverse panel of women industry professionals from Raytheon who shared tools and insights for transitioning from the classroom to the



workplace. If you would like to participate in the next Empower and Connect Women Series on February 2, 2017, please email us at womenscenter@utdallas.edu.

LETTER FROM THE PRESIDENT

2016-2017

A Message from the President



Dear Colleagues,

The University of Texas at Dallas is committed to providing an open-minded and safe environment, in which members of our campus community can study, live and work in an atmosphere of respect and equality.

Toward that goal, the university is offering an opportunity to take part in SAFE ZONE ALLY TRAINING.

SAFE ZONE supports lesbians, gay, bisexual, and transgender students, faculty and staff by providing a voluntary training program for all individuals who commit to helping shape an inclusive campus culture.

I encourage you to learn more about this opportunity to take part in building and maintaining a collegial and respectful atmosphere at UT Dallas.

Richard C. Benson
President
Eugene McDermott Distinguished University Chair of Leadership

RCB/cg



In response to why he wanted to get involved with the Multicultural Center

“

I feel like there are many benefits that come with understanding the cultures and upbringings of others and I wanted the opportunity to work with an organization that promoted that understanding.”

-Andrew Swanson

McDermott Scholar Teams with the MC for Summer Research

This past summer, the Multicultural Center gained a new fan and avid supporter in Andrew Swanson, finance & accounting junior from Grand Prairie, Texas. Andrew approached the MC about different ways he could get involved over the summer. Time and opportunity met for Andrew's desire to be involved with the MC. We discussed his interest and concluded that he would assist us through research. His research interests included cross-cultural program development and multicultural leadership development. Andrew decided he would also like to help with the various events that the MC held during the summer, such as the Welcome Back Block Party and Juneteenth. Andrew's initial tasks were to contact various higher education cultural centers and offices similar to our Office of Diversity & Community Engagement to inquire about what programs, services and support they offered to students. At the conclusion of his research, Andrew presented his findings and recommendations to the Multicultural Center staff to assist us in creating new programs and improving existing services for UT Dallas students. He also felt that other students should be offered the opportunity to learn and have a similar experience during the summer. Currently, Andrew serves on the Center's multiracial advisory committee (MAC) that exists to advise the office on the creation of programs and initiatives designed to meet the needs of the growing multiracial student community here at UT Dallas.

COMMUNITY ENGAGEMENT



New Diversity Outreach Teams Focus on Helping Students Understand Financial Aid and Admissions

Last year, the UT Dallas Department of Community Engagement established two diversity outreach teams to support in the recruitment and outreach of Latino and African American students, and to represent the University in the community. The Hispanic Engagement and Achievement Team (HEAT) and the Black Outreach Leadership Team (BOLT) have become an important part of the Office of Diversity and Community Engagement's efforts to reach students and families from the communities that are currently under-represented in higher education.

The team of eight UT Dallas students were selected for their academic success, campus involvement, leadership and desire to serve others. Each student works at least 50 hours per semester in the Department of Community Engagement. The teams focus on assisting prospective students with college preparation and enrollment, conducting outreach to students who have been admitted to the University, conducting presentations in the community about UT Dallas, providing tutoring to middle and high school students, conducting campus visits to promote UT Dallas at designated schools, and participating in admissions and financial aid nights in the community.



Peer-to-peer mentoring and recruitment programs are an excellent way for universities to meaningfully connect with students from minority or underrepresented groups. The UT Dallas students serve as role models who have been successful at the University. Plus, they get the opportunity to share experiences they wish they had prior to enrolling at the University.

The HEAT and BOLT members are available to attend community events, visit schools or to speak to groups of prospective students and parents in English and/or Spanish. For more information about the program, visit www.utdallas.edu/community or call 972-883-4546.



"It is a rewarding experience to be able to go out and help students, minority or not, learn about college and all the opportunities available to them. Many first generation students get thrown into the world without help after high school and it is nice to be able to help them prepare for it."

- Jorge Maturano
Junior mechanical
engineering student
and HEAT member



Institutional Diversity Initiatives

Women Leading in Diversity

Breakfast *Sept. 9th*

The Office of Diversity and Community Engagement honored four female faculty, staff and student leaders for their work to promote diversity and inclusion on campus.

Honorees at the Women Leading in Diversity breakfast ceremony, held in the McDermott Suite, were:

Dr. Rashaunda Henderson, Associate Professor of Engineering in the Erik Jonsson School of Engineering and Computer Science.

Dr. Julia Chan, Professor of Chemistry in the School of Natural Sciences & Mathematics.

Cristen Casey, Assistant Vice President for International Programs, who heads the UT Dallas International Center.

Lavanya Desai, psychology senior in the School of Economic, Political and Policy Sciences and chairperson of the Student Diversity Advisory Council.

Dr. Christine Stanley, Vice President and Associate Provost for Diversity and Professor of Higher Education Administration at Texas A&M University, spoke at the event and also was recognized for her contributions. Stanley spent two days on campus leading diversity workshops for the UT Dallas Center for Teaching and Learning.



“When we engage in dialogues with each other and truly engage in dialogues with each other, even if it’s not comfortable, that’s how we change the places and spaces we’re in.”

-Dr. Christine Stanley

Disability Employment Awareness

Seminar *Oct. 24th*

The overall goal for the Disability Employment Awareness Seminar is to influence attitudes, create new opportunities for dialogue and identify issues that may prevent the successful transition into the corporate community for college students with disabilities. This year’s theme was “Exploring Strategies to Improve College to Career Transitioning for Students with Special Needs.”

University faculty, staff, students, caregivers and corporate community members were invited to attend the Disability Employment Awareness Seminar. At this seminar, discussions, information and resources reflected a number of promising approaches that are available to support students’ preparation for the workplace demands of the new global economy. To maximize the effectiveness of these approaches, special attention was focused on increasing rigor, relevance and engagement as it relates to students who have traditionally faced barriers to successful workforce transitions. The University’s goal is to broaden awareness of disability employment in order for affected students, corporate entities and educational entities alike to create a strong partnership between faculty, staff, students and the corporate community in the North Dallas area.





Employee Resource Groups Informational Meeting *April 20th*

A discussion on the purposes, guiding principles and benefits of Employee Resource Groups at UTDallas.

Purposes of ERGs:

- Creating an open forum for faculty & staff who share common interests/concerns to meet and support one another.
- Providing an informal welcome to new employees, and networking and mentoring opportunities for their members.
- Providing a resource to UTD leadership regarding faculty/staff/community issues, needs, and policies.
- Helping to recruit and retain high-quality, diverse faculty members in new areas and areas of growth to rapidly establish programs.
- Helping to recruit and retain diverse staff to support the growth of the University to Tier One status and beyond.



Raytheon Diversity Recruitment Fair *Oct. 26th*

The Diversity Recruitment Fair offered students an opportunity to interact with hiring managers and recruiters from Raytheon who are looking to recruit diverse talent. Raytheon employees represent our talent, identity and our future. To advance an inclusive culture, Raytheon Employee Resource Groups (ERGs) exist to lead and contribute to projects at Raytheon and in our greater communities.



The Veterans Lecture *Nov. 15th*

During their time in military service, many individuals immerse themselves in purpose and a mission-oriented mindset while in uniform, but they may temporarily lose that sense of purpose during their transition back into civilian life. To address these and other related concerns, ODCE and the Veteran Services Center partnered with military veteran Jacob Schick to tell his story and provide the UT Dallas community with tools and strategies to help bridge the military-civilian gap at UT Dallas. University faculty, staff, students and the corporate community attended this Veteran Lecture.

At the lecture, information, resources and discussion reflected some of the promising approaches available to support student-veterans at UT Dallas in meeting classroom demands and the new global economy. To maximize these approaches, particular attention was paid to increasing student-veterans' engagement while closing the military-civilian gap at UT Dallas. This event supports UT Dallas' goals related to broadening awareness among individuals interested in strong partnerships between students, staff, faculty, civilians and former military personnel in the North Dallas area.

CONTACT INFORMATION

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[www.utdallas.edu/diversity/departments/
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The Galerstein Women's Center

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Fax: 972-883-6558

Office: SSB 4.300

www.utdallas.edu/womenscenter/





Save the Date

THE 8TH ANNUAL

DIVERSITY AWARDS CEREMONY AND SOIRÉE

April 20, 2017
5:30 P.M. - 7:30 P.M.

Davidson Auditorium

WOODS

Elbony