

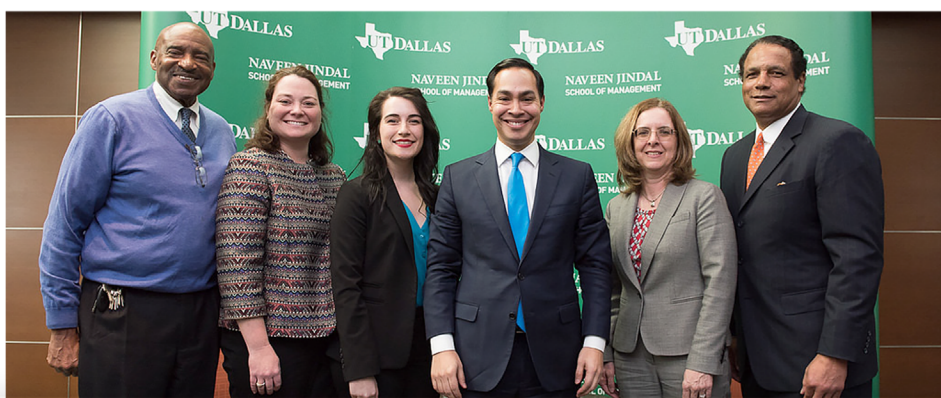


- FIRESIDE CHAT
- ABOUT US
- OFFICE OF INSTITUTIONAL EQUITY & COMPLIANCE
- INSTITUTIONAL DIVERSITY INITIATIVES
- MULTICULTURAL CENTER
- WOMEN'S CENTER
- COMMUNITY ENGAGEMENT
- CONTACT US
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SPRING 2016

THE MOSAIC

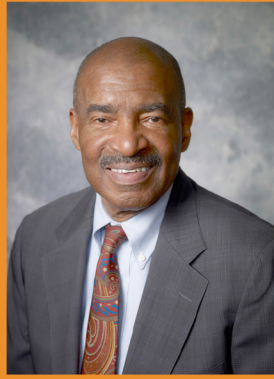


FIRESIDE CHAT WITH THE HONORABLE JULIÁN CASTRO: LEADERSHIP IN A DIVERSE WORLD

An invitation only memo was sent to student organizations for the opportunity to meet U.S. Secretary of Housing and Urban Development Julián Castro. The Office of Administration and The Office of Diversity and Community Engagement joined forces to host a Q&A style fireside chat with Secretary Castro. Being that it was Black History Month, Dr. Jamison, Vice President of Administration, wanted to celebrate diversity and host an open forum discussing “Leadership in a Diverse World.” Dr. Jamison also made the intimate crowd represent UT Dallas spirit by asking everyone to show their Comet pride and shout out, “UTD Whoosh.”

Julián Castro, a San Antonio native, talked fondly about his twin brother Joaquin Castro, who currently serves as a congressman at the U.S. House of Representatives. His mother was a part of the Chicana movement, so politics is in their blood

Castro also talked about his time serving as the mayor of San Antonio and being called by President Barack Obama, to be appointed to his current position as HUD Secretary. Castro talked about the importance of diversity and how the present generation’s leadership sets the tone for the future generation. He told his daughter that she could be anything she wanted to be, even the President of the United States. His young daughter responded saying, only boys can be president. He stated he wants to live in a world where he can show his daughter that women can get elected as president. He concluded by encouraging students to be more involved in politics and to run for elected positions because their voices are needed.



Dr. George Fair
Vice President for Diversity & Community Engagement
Dean,
School of Interdisciplinary Studies

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.



James Dockery
Associate Vice President & Title IX Coordinator,
Institutional Equity and Compliance



Arthur Gregg
Assistant VP for Multicultural Affairs
Director,
Multicultural Center

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Office of Institutional Equity and Compliance



Community Engagement



Multicultural Center



Galerstein Women's Center



Institutional Diversity Initiatives

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OFFICE OF INSTITUTIONAL EQUITY AND COMPLIANCE

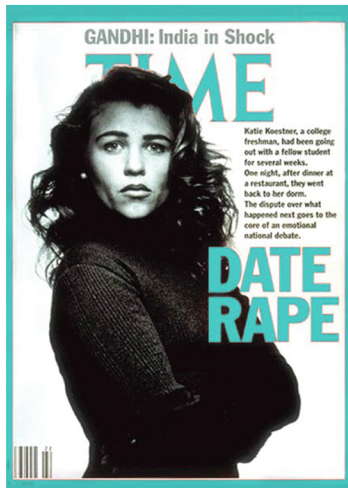


2016 has started off with exciting changes for the Office of Institutional Equity and Compliance. First and foremost, the OIEC is thrilled to welcome Heather Dragoo, the new Director of Institutional Equity. Dragoo holds a juris doctor degree from Southern Illinois University School of Law and is a licensed attorney in the state of Illinois. She also holds a master's degree in public administration and a master's degree in liberal studies from the University of Southern Indiana; and a bachelor's degree in English from Ball State University. Heather recently served as assistant director in the Office of Civil Rights and Diversity and Title IX Coordinator for Eastern Illinois University. Prior to her role

at Eastern Illinois University, she worked in research administration and compliance at the University of Southern Indiana.

In other news, the OIEC has moved into its new office space, Suite 2.720 in the Synergy Park North Building. The OIEC looks forward to welcoming colleagues, students and visitors to the new space. The Institutional Compliance team has been busy with annual compliance training, and the OIEC appreciates the contributions of other UT Dallas departments in creating training materials and ensuring that all UTD employees complete their required training in a timely fashion.

Finally, the OIEC is excited to be collaborating with the Galerstein Women's Center and the Student Wellness Center to plan events for Sexual Assault Awareness Month in April. In addition to other activities, Katie Koestner, a sexual assault survivor, activist and author, will be speaking on campus on April 20th, followed by a "Take Back the Night" event later that evening. To stay informed about Sexual Assault Awareness month and Title IX initiatives at UT Dallas, you can now follow the UTD Title IX Initiatives on Twitter and Facebook at twitter.com/UTDTitleIX and facebook.com/UTDTitleIX.



Sexual Assault Awareness Month



In the late 1970s, women in England, the United States, and other countries began holding protests against the violence they encountered when they walked the streets at night. These events came to be called "Take Back the Night" marches. By the 1980s, the protests

and awareness activities had expanded to include other issues related to violence against women, including domestic violence. The movement continued to grow, and in the late 1980s, a week in April was designated as national "Sexual Assault Awareness Week." In the 1990s, some organizations began extending their activities to take place throughout the month of April for "Sexual Assault Awareness Month," which was first recognized nationally in 2001. In 2009, President Obama proclaimed April as Sexual Assault Awareness Month. Thanks to efforts by the Galerstein Women's Center, Sexual Assault Awareness Month has been observed at UT Dallas since 1998. Unfortunately, sexual violence continues to be a problem; 1 in 5 women and 1 in 71 men report experiencing rape or attempted rape in their lifetimes. Sexual Assault Awareness Month and "Take Back the Night" events provide an opportunity to raise awareness of this important issue and reaffirm our commitment to a campus free of discrimination, sexual harassment and sexual violence.

INSTITUTIONAL DIVERSITY INITIATIVES

DELOITTE LECTURE

Students, staff and faculty as well as community visitors came together for the opportunity to listen to and discuss questions based on the millennial generation influence in the workforce. The Office of Diversity and Community Engagement partnered with The Naveen Jindal School of Management to bring Deloitte to campus, starting the conversation on the influence of the millennial generation and how organizations are changing their talent practices to keep up with this evolving generation.



Our guest speakers were able to touch on a few major pin points regarding the millennial generation, such as:

The median number of “friends” millennials have on Facebook is 250 (Pew Research Center) – how can we tap into the power of social networks when recruiting top talent?

70% of millennials feel “gaming” helps them learn how to solve problems (Coca-Cola Company) – what are the implications of this from a training and development perspective?

80% of millennials prefer feedback in real time rather than via traditional performance reviews (UNC Kenan-Flagler Business School) – how can organizations adapt age-old performance management processes to adapt to this desire for real-time feedback?

Millennials represent the largest generation in the United States, comprising roughly one-third of the total population in 2013 (Census Bureau). That equates to an estimated 80 million young Americans who belong to the so-called millennial generation, roughly ages 18 to 35. And they’re taking today’s evolving workforce by storm: it is expected that by 2025, millennials will make up 75% of the workforce (Deloitte).

As discussed in “The Radical Transformation of Diversity and Inclusion: The Millennial Influence,” Deloitte Research, in collaboration with the Billie Jean King Leadership Initiative, concluded that millennials’ views of diversity and inclusion in their organizations are dramatically different to that of baby boomers and Gen Xers.

After the Inclusion conversation, there was an opportunity for corporate, student and staff members to mingle and hold roundtable discussions regarding their personal experiences from a baby boomer, Gen Xer or millennial point of view.



BLUE CROSS BLUE SHIELD & LENNOX



Blue Cross Blue Shield Scholars Luncheon



With over \$14,000 raised as part of the 2015 Diversity Awards Ceremony and Soiree, the Office of Diversity and Community Engagement has awarded Retention Scholarships ranging between \$300 and \$2,500. Contributors to the 2015 Retention Scholarship Fund include Blue Cross Blue Shield, Lennox, Rockwell Collins, Southwest Airlines, the UT Dallas School of Natural Sciences and Mathematics, the UT Dallas Department School of Arts and Humanities and Jay Forte. Four recipients were awarded \$2,500 and designated as Lennox Scholars and BCBS Scholars due to each company's \$5,000 gift. These scholars include Andrea Rivera, a G-Force mentor and student majoring in mechanical engineering; Evelyne Solorzano, a senior majoring in speech-language pathology; Justin Shaw, a student majoring in computer engineering who interned with John Deere during Summer 2015; and Kelsey Johnson, a cognitive science major who has volunteered with the African Male Academic Bowl, the Compelling Why Program, and Scholar's Day. Over lunch with representatives from Lennox and Blue Cross Blue Shield, these four scholars had an opportunity to share their experiences and aspirations and learn about each company's history and commitment to excellence. To learn more about ODCE's Retention Scholarships and its recipients, visit https://www.utd.edu/diversity/scholarship/retention_scholarship.html



Lennox Scholars Luncheon



ODCE STUDENT DIVERSITY ADVISORY COUNCIL

Mission

To provide the students' perspective, input and advice to the Office of Diversity and Community Engagement. The council will address the elements of student diversity, concerns, activities and programs to increase awareness and understanding of each other, and to move beyond simple tolerance to embrace and celebrate the rich dimensions of diversity contained within each individual.



Conrad Corretti
Vice Chairperson



Lavanya Desai
Chairperson



Harris Chowdhary
Secretary/Historian

Campus Visit For International High Schoolers *Exploring What's Possible*



Guest Speaker
Dr. Bobby C. Alexander



Guest Speaker
Dr. Salena Brody



Guest Speaker
Dr. Fair



Exploring What's Possible Campus Tour- April 2, 2016

The Student Diversity Advisory Council, Sociology Club and the International Rescue Committee led efforts to encourage, empower and aid local area refugees in the pursuit of higher education. Roughly 20 UTD student volunteers and two faculty were present to provide a warm welcome and support to the visiting students.

Throughout the day, visitors enjoyed brief lectures and words of encouragement from Dr. Bobby Alexander and Dr. Salena Brody. Student volunteers led tours of campus and had lunch table discussions about what college is like and any challenges that they overcame to become a student. Many students also spoke of their backgrounds and what college means to them. The International Rescue Committee will be going over materials that were sent home with the students and helping them in their efforts to apply to UTD and secure scholarships and financial aid.



2015-2016 Calendar



Mental Health Awareness

Dr. Xiaosi Gu is an Assistant Professor in the School of Behavioral and Brain Sciences and Center for BrainHealth. She was invited to speak to the student diversity council on addiction in honor of mental health awareness month. She spoke on various addictions' effects on the human body and also offered the students opportunities to be a part of her future research projects.



Honoring Veterans

The council invited two veterans to speak about their experiences in the armed forces and the projects on which they are currently working.

Lance Hicks spent six years in the U.S. Army and another year in the Army Reserve. As a veteran he spent the last six years working for the government and pursuing higher education using his G.I. Bill he earned while serving. Hicks has his bachelor's in applied computer science from Troy University. He also started helping others learn how to earn passive income through a platform called Refuse2settle.

Archie Nettles Jr, joined the United States Army and served eight years on active duty and reserve. While in the Army, he obtained the rank of sergeant and served in Operation Enduring Freedom Military Campaign in Afghanistan. Mr. Nettles completed his undergraduate degree at UT Dallas and is currently pursuing his master's in political science. Nettles currently works as Veteran Liaison in the Veteran Service Center at UT Dallas.



Q&A with Dr. Fair

Dr. Fair opened up the spring semester meeting by conducting a question and answer style discussion with the student leaders within the council. He spoke on the different departments within the Office of Diversity and Community Engagement as well the upcoming spring programs.



Sexual Assault Campaign

Attorney James Dockery, Associate Vice President & Title IX Coordinator spoke about his upcoming initiatives and asked the student council to come up with button ideas that Comet Voice could use for their sexual assault campaign.



Crow Collection of Asian Art

Jill VanGorden, Director of Education at the Crow Collection of Asian Art, was invited to speak about the museum and its programs. She invited the council members to visit the museum in May to meet the visiting Tibetan monks as they create a mandala in the museum



Diversity in the Classroom

Dr. Diehl, Associate Provost and Director of the Center for Teaching and Learning, spoke on diversity in the classroom. He invited the council members to an upcoming lecture on September 8, 2016.

MULTICULTURAL CENTER



28th Annual Southwestern Black Student Leadership Conference

The start of the 2016 spring semester has provided valuable leadership opportunities for Underrepresented Minority (URM) students at UT Dallas to network and develop as leaders. This past January, the Multicultural Center sponsored students to attend the 28th Annual Southwestern Black Student Leadership Conference (SBSLC) at Texas A&M University. SBSLC is a yearly leadership conference where African-American students from across the country assemble to engage in meaningful personal and professional development while addressing the obstacles that impact the African American community. This year's theme, "The

Revolution: Walk with Us," provided dynamic workshops, artistic expression and moving keynote speakers. A total of 16 UT Dallas student leaders were selected to attend this year's conference; of these attendees, eight students applied and were accepted into the Advance Leadership Institute (ALI) within SBSLC. ALI students participated in an advanced and intense leadership program for student leaders. UT Dallas also celebrated the win in the annual oratorical contest by Cornel Walton, junior marketing major and public relations chair of the Black Student Alliance. Walton's win came with a cash prize and the opportunity to introduce keynote speaker Jeff Johnson, award-winning journalist and president for the Baltimore-based strategy firm JIJ Communications, at the closing banquet.

The Multicultural Center sponsored 19 students to attend the 28th Annual Student Conference on Latino Affairs (SCOLA) also held at Texas A&M University. UT Dallas student leaders engaged with other students, staff, and professionals from across the state to discuss significant issues that impact the growing Latino population in our nation and to foster exemplary



28th Annual Student Conference on Latino Affairs

leadership development among its members. With "From the Roots Up: Authenticity & Professionalism" as the theme for this year's conference, students were able to participate in round table discussions, enjoy keynote speakers and poets, attend a gala, and engage in hands-on activities. The Multicultural Center thanks the Office of Undergraduate Education, the Undergraduate Success Scholars program, and the Diversity Scholarship Program for their support.

GALERSTEIN WOMEN'S CENTER

UT Dallas National Coming Out Day- October 8, 2015

UT Dallas celebrated the 27th anniversary of National Coming Out Day on the Plinth. Several students shared their personal coming out stories to members of the UT Dallas community, and local Dallas musician Marisela sang for the audience. Educational materials were available, as well as LEAP (LGBTQIA Education, Advocacy and Programming) members to answer questions. One student chose to come out for the first time on our stage and expressed relief and gratitude. The event was powerful, and support for the LGBTQIA community was evident.

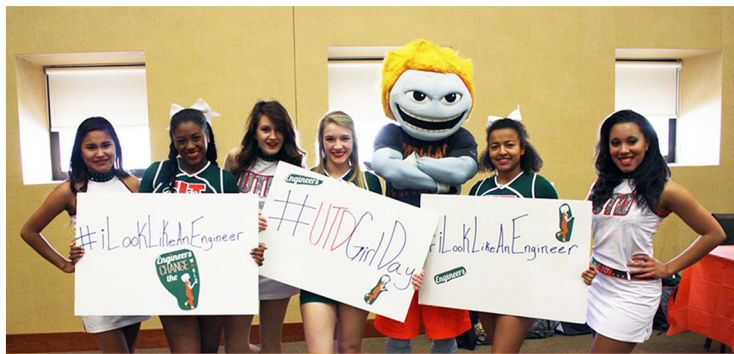
The Human Rights Campaign (HRC) states, “27 years ago, on the anniversary of the National March on Washington for Lesbian and Gay Rights, we first observed National Coming Out Day as a reminder that one of our most basic tools is the power of coming out. One out of every two Americans has someone close to them who is gay or lesbian. For transgender people, that number is only one in 10.”

We want the LGBTQIA community and allies to know there are several offices and programs that offer advisement, mentoring and resources to students, staff and faculty, such as The Galerstein Women’s Center, Office of Institutional Equity and Compliance, The Multicultural Center, and the Office of Diversity and Community Engagement.

You can learn more about how to be an ally for the LGBTQIA community at our next Safe Zone Training on June 29th. Email us at womenscenter@utdallas.edu.



National Coming Out Day



Introduce a Girl to Engineering Day

Introduce a Girl to Engineering Day- February 25, 2016

Over 76 students from Irma Rangel Young Women's Leadership School visited UT Dallas for a day of engineering activities led by student leaders in ECS and various student organizations as well as the Texas Instrument Women's Initiative. Guest speakers included Dr. Inga Musselman, Acting Provost, Shiva Sharma, President, Society of Women Engineers, and Dr. George Fair, Vice President, Office of Diversity and Community Engagement.

The event, now in its seventh year, was developed to inspire students from Irma Rangel Young Women’s Leadership

School to think about a STEM career, and to bust the myth that engineering is just for men. There are national campaigns such as the #iLookLikeAnEngineer hashtag that combat gender and racial stereotypes. Our event at UT Dallas had a hands-on component that allowed each student to use critical thinking skills to accomplish an engineering task at various locations across campus, and to share their final project. Current UT Dallas female engineers interacted with the students to facilitate networking, share challenges and stories, and provide an opportunity for our UT Dallas STEM students to share their academic experience and the broad educational and social offerings at UT Dallas.

COMMUNITY ENGAGEMENT

*Thank you
for giving me
the tools to
succeed!*



The UT Dallas Diversity Scholarship Program (DSP) collaborated with Junior Achievement (JA) of Dallas to participate in their JA College Student Program this past February. JA Dallas' college program places students with a passion for making a difference in the lives of elementary school students into classrooms to deliver JA's hands-on financial literacy program. This is the second year that the scholarship recipients have participated in this program.

The Diversity Scholars were paired with students from Herfurth Elementary in Rowlett. The principal from the school was so impressed by last year's students that she requested UT Dallas partner again this year and present to the entire school. There were 12 UT Dallas Diversity Scholars who participated, along with students from the Jindal School of Management's Professional Program in Accounting. The volunteers spent an entire day leading classroom instruction and participating in activities with the students.

The experience proved to be rewarding for both the scholars and students. The college students served as powerful role models, were able to exemplify the importance of staying in school, and developed their leadership, communication and presentation skills. Meanwhile, the elementary school students had the opportunity to interact with positive college student role models, participate in JA's financial literacy curriculum and gain an understanding of how the decisions they are making today will affect their lives through high school and beyond. The Diversity Scholars enjoyed the experience and at the end of the day, were not ready to say goodbye to their students.

For more information about the Diversity Scholarship Program, contact Cynthia Sorto at 972-883-4546 or by e-mail at community@utdallas.edu.

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[www.utdallas.edu/diversity/departments/
community-engagement/](http://www.utdallas.edu/diversity/departments/community-engagement/)

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www.utdallas.edu/womenscenter/



Diversity Awards

CEREMONY & SOIRÉE

SAVE THE DATE

04 · 29 · 16

7TH ANNUAL

DIVERSITY AWARDS CEREMONY AND SOIRÉE

THE OFFICE OF DIVERSITY AND COMMUNITY ENGAGEMENT

RECEPTION:

Doors open at: 4:30 p.m.
Program: 5:00 - 6:30 p.m.
Reception: 6:30 p.m.
Attire: Dressy business

LOCATION:

800 W. Campbell Road
Richardson, Texas 75080
Davidson Auditorium JSOM 1.118

For additional information, contact Rosie Peterson at rpeterson@utdallas.edu or call 972-883-4560



Ranked as one of the Nation's most diverse campuses

For more information contact Rosie Peterson at rpeterson@utdallas.edu.
The University of Texas at Dallas is an Equal Opportunity/Affirmative Action
University. Individuals who need special accommodations to attend, please call
The Office of Diversity and Community Engagement at 972-883-4566.
Texas Relay Operation: 1-800-RELAYTX.