

Fall 2017

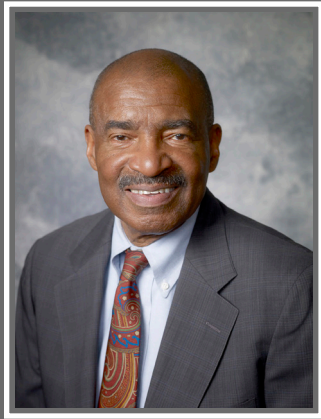
M O
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THE UNIVERSITY OF TEXAS AT DALLAS

ABOUT US

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
*Vice President for Diversity & Community Engagement
 Dean,
 School of Interdisciplinary Studies*



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

Contact Us

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Galerstein Women's Center



Institutional Diversity Initiatives

03 INSTITUTIONAL EQUITY AND COMPLIANCE



MISSION STATEMENT

The Office of Institutional Equity and Compliance serves as a resource to the University in the areas of Affirmative Action, Equal Opportunity and Diversity. We provide staff, faculty and students with the resources and tools that ensure success in complying with the University of Texas at Dallas' Nondiscrimination Policy, Prohibited Discrimination and Sexual Harassment Sexual Misconduct Policy, Retaliation Policy and all related federal and state equal opportunity laws. We work with partners on campus to foster and support an environment that is inclusive, respectful and free from discrimination and harassment.

SYSTEMWIDE TITLE IX CONFERENCE

UT System had its first Systemwide Title IX Conference Friday, November 3, 2017 in Austin. It was a one-day conference attended by approximately 150 representatives from UT System schools. UT Dallas attendees included James Dockery, assistant vice president, Office of Institutional Equity and Compliance, Brandy Davis, director, Title IX Initiatives, and Megan Schaedel, director, Community Standards and Conduct. Both Dockery and Davis presented at the conference. Dockery spoke on “Consent and Incapacity” and Davis co-presented with Ashley Palermo, senior attorney with the UT System Office of General Counsel, regarding “Evaluating Evidence and Credibility with a Trauma-Informed Perspective.”

The conference was organized by Jason King, Associate Compliance Officer/Ethics Officer to the UT System.

04 GALERSTEIN GENDER CENTER



Panel Discussion from Empower and Connect Women Series

EMPOWER AND CONNECT WOMEN SERIES – BUILDING YOUR REPUTATION AS A LEADER 2017

“UT Dallas is so different,” said Vanessa Cannal, BS’07, MSEE’10, after returning to the University as a facilitator for the Empower and Connect Women Series event, “Hello from the Other Side,” which was held in the Jindal School of Management on October 24, 2017. The event was sponsored by the Galerstein Gender Center, through a collaboration with Raytheon to support women in STEM fields.

“The Empower and Connect Women Series is all about providing students with tools and connections for personal and career success,” said Narcely Ruiz, assistant director of the Galerstein Gender Center.

Over 65 participants of all genders gathered for networking, dinner and face-to-face roundtable discussions. With a reputation as a global leader in technology and innovation, Raytheon professionals facilitated discussions and provided innovative information, insight and guidance on how to build a reputation or brand as an impactful leader. Among facilitators was UTD alum Maureen O’Connor, MBA’13, who joined Raytheon in 2008 as an operations engineer and now works for Raytheon’s Global Business Services as an international accounts payable manager.

Cannal and O’Connor connected at the event, both expressing their joy in returning to campus to serve the UT Dallas community. “When you are in school, you do not see many women in the field, and when you get to the field, you realize they are still not here,” Cannal said, highlighting the underrepresentation of women



Vanessa Cannal and Maureen O'Connor

in science, technology, engineering and math (STEM) fields that persists today. Consequently, she takes an active role in addressing this disparity by attending events like these, volunteering at STEM outreach activities across North Texas and encouraging young women to pursue careers in STEM. She is also a member of the Raytheon Women’s Network. “Hopefully it makes a difference,” she said.



Cannal’s sentiment was echoed by panelists who stressed the importance of students, particularly women, having mentors and sponsors in positions of influence as a critical

component to career advancement. Voices on the panel included Jaime Chambrón, vice president of Customer Engagement Practice at NTT Data Services; Lisa Danzer, president emeritus for the Dallas/Fort Worth Alliance of Technology and Women; and Brooke Manning Chambers, senior director of Federal Government Relations at TIAA.

Allison Jeannotte, vice president for Digital Social Marketing at Raytheon, traveled from headquarters in Waltham, Massachusetts and joined as the panel moderator. She expanded the conversation to other themes historically impacting women, such as imbalanced opportunities for advancement, gender pay gap and sexual harassment. The panelists challenged the men in the gender-diverse audience to be allies to women in personal and professional spheres of influence. Jeannotte also asked the panelists to share strategies to maintain work-life balance. Approaches included removing email from mobile phones and learning to say “no.” Lisa Danzer suggested to “take your head out of your apps.” Chambers suggested not to multitask; instead, be present and focus on the task at hand.

As the person responsible for strategizing how to communicate Raytheon’s vision and maintain its world-class reputation through digital and social platforms, Jeannotte summed up the night with this charge: “When you show up to something, show up!” Be consistent. Follow through. Take risks and new challenges. Be reliable. Be confident.

The Galerstein Gender Center greatly appreciates Raytheon, especially Jay Walton, Business Communications Campaign Specialist, for their partnership and generous sponsorship. “Our industry partners are part of the rich tapestry of diversity and community at UT Dallas, connecting students to a snapshot of work life, while helping feed the pipeline of STEM talent into the workplace,” said Lauren DeCillis, director of the Galerstein Gender Center.

05 MULTICULTURAL CENTER



The Multiracial Mixer

MISSION STATEMENT

The Multicultural Center is committed to providing a variety of quality cultural programs, education resources, leadership opportunities and support services that enhance the ability of UT Dallas students to achieve success in their academic, personal and work lives.

MULTIRACIAL PROGRAMMING EFFORTS INCREASE FOR FALL 2018

This fall, the Multicultural Center, or MC for short, kicked off its programming efforts for the rapidly growing Multiracial community on campus. Since the 2007-2008 academic year, UTD has seen an explosive growth of multiracial students from numbers fewer than 10 to a reported high of 829 students for Fall 2017. With the help of students, the MC has designed programs to facilitate conversations on the multiracial student experience and has created an advisory committee of students to aid in the creation of said programs. The first Fall 2017 program was a networking mixer for students who self-identified as multiracial and students who identified as supporters of the community on campus. These students were able to enjoy activities designed to create dialogue that explored the challenges, successes and stories of multiracial students. In his State of the University address, Dr. Benson stated, “the University did not retain data on this community as part of its demographics 10 years ago; however, the rapid growth alludes to the commitment to diversity & inclusion the University has made.”

The MC will continue to provide support to multiracial students and will expand its efforts to include an event surrounding Loving Day in the spring semester. Loving Day is an annual celebration of the anniversary of the 1967 United States Supreme Court decision *Loving v. Virginia*, which struck down all U.S. state laws banning interracial marriage, mainly forbidding marriage between non-whites and whites. For more information, please contact multicultural@utdallas.edu.



06 COMMUNITY ENGAGEMENT



The Future Comets program helps students with math enrichment classes, leadership development workshops and activities designed to introduce students to STEM careers. Twenty-five seventh-graders participated in the program during a camp over the summer.

NEW FUTURE COMETS PROGRAM PREPARES STUDENTS FOR COLLEGE SUCCESS

A new program at The University of Texas at Dallas is preparing students from underserved communities to become Comets before they even enter high school.

About 30 seventh-graders from the Dallas Independent School District and surrounding districts are Future Comets. The Department of Community Engagement started the program this fall.

“Our goal is to help students from underserved backgrounds become successful UT Dallas students,” said Dr. George Fair, vice president, Diversity and Community Engagement and dean of the School of Interdisciplinary Studies. “Future Comets is an important part of our efforts to increase the diversity of students who enroll in the University.”

Future Comets spend time on campus each month for activities including math enrichment, leadership development, introduction to STEM careers, and assistance with college entrance exams and financial aid applications at the appropriate time.

“We’re taking a group of seventh-graders to create a pipeline of students and prepare them to come to UT Dallas in the long run,” said David Robinson, assistant director of Community Engagement. “We want these students to be not only college-ready, but UT Dallas-enrolled.”

Each year, a new group of seventh-graders will join the program. Participants are referred by their schools.

“Future Comets is a great opportunity for students to get ahead in their high schools by starting early, at a young age,” said Raul Hinojosa Jr., director of Community Engagement. “We try to keep them on track or ahead of other students in their class, so they’ll be ready to enter a rigorous college like UT Dallas.”

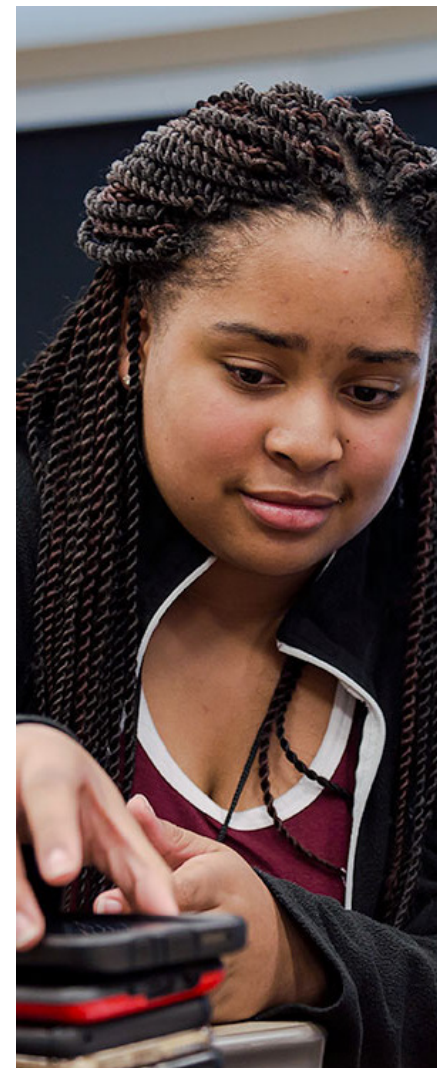
The program kicked off with a four-day camp during the summer to introduce participants to UT Dallas. Students stayed in Residence Hall West and attended sessions on math, vocabulary and goal-setting in addition to movie night and an ice cream social.

Like many of the students participating in Future Comets, 13-year-old Diana Lazo would be a first-generation college student.

“I want to learn more about the school and the opportunities they have here and probably come here in the future,” Lazo said. “It’s been great. It’s an awesome school.”

Preston Ravin’s principal suggested he look into the program. The 12-year-old already has become familiar with the University by participating in UT Dallas’ annual African American Male Academic Bowl.

“I thought it would be cool to learn more about math and explore the sights of the school because I may want to come here when I grow up,” Ravin said. For more information about the Future Comets program, visit the Department of Community Engagement website at utdallas.edu/community or call (972) 883-4546.



Kimaari Mondy, 13, tests a bridge made of straws during an activity as part of the Future Comets program.

07 INSTITUTIONAL DIVERSITY INITIATIVES

WOMEN LEADING IN DIVERSITY - BREAKFAST

The Office of Diversity and Community Engagement honored five female community members, faculty, staff and student leaders for their work to promote diversity and inclusion on campus at a recent ceremony. Honorees at the Women Leading in Diversity breakfast ceremony, held in the McDermott Suite, were:

Melanie Miller, Lead facilitator of The Diversity Leadership Academy at The American Institute for Managing Diversity.

Salena Brody, Lecturer for the School of Behavioral and Brain Sciences.

Courtney Brecheen, Associate Dean of Undergraduate Education.

Monique Wedderburn, Director of UT Dallas Asia Center.

Mei Miao, Vice President of Regional Multicultural Banking Officer at BB&T.

Ayesha Ahmad, senior in the School of Natural Science and Math and the President of the Student Diversity Advisory Council.



Melanie Miller accepting her award from Dean Fair at the Women Leading in Diversity - Breakfast

EMPLOYEE RESOURCE GROUP (ERG) SIGNING DAY

The purpose of ERG Signing Day was to create value by attracting, developing and retaining faculty, staff and students from diverse demographic groups, while providing educational awareness, professional development and enrichment to the UT Dallas culture. ERGs are considered the best resource and chance for the next generation of leaders and other diverse talent.



Erg Signing Day

EMPLOYEE RESOURCE GROUPS AND CONTACT INFORMATION

Military and Veteran ERG

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 tammy.mcfarlen@utdallas.edu
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QuTD

Co-Presidents
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UTDallas Women ERG

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Black Faculty & Staff Alliance ERG

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Universal Access ERG

ERG Organizer
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DEFERRED ACTION FOR CHILDHOOD ARRIVALS (DACA)

STATEMENT FROM CHANCELLOR MCRAVEN ON DACA

With today's announcement by the Administration regarding the Deferred Action for Childhood Arrivals program, I want to take a moment to share some thoughts.

Our state and nation have benefited for decades by attracting and retaining great students, scholars, physicians and researchers from around the world. As I have said before, the men and women who show up on our shores and at our doors – ready to study, work and participate – make us stronger, smarter, more competitive and more attuned to the rest of our ever-shrinking globe. Over time, we have seen that their contributions and discoveries help us secure our nation, care for our people, foster economic growth and provide scientific expertise and innovation that improves the human condition.

For years, Texas has supported students who were born in foreign countries but were brought here as children and raised in the U.S. In fact, Texas was among the first states to grant these Texas high school graduates the opportunity to pay in-state tuition, a benefit The University of Texas System continues to support.

These students consider themselves to be Americans and Texans, proud of the state they see as their home. They, like others, have served our nation with distinction in their academic pursuits, in our nation's military and as productive members of society. This service should be applauded and honored. Our nation should recognize the potential in these students, granting them the opportunity to pursue their education and enter the workforce in this country.

The UT System will always follow the law. And while I understand the concern of the President and others about how DACA was implemented, the critical fact is that I and the UT System believe in our DACA students and that their opportunities to contribute to Texas and our nation should be upheld and continued by our leaders in Washington. Congress must now act quickly to provide a bridge for these students to remain in the U.S. and become citizens.

Let me also speak directly to you, our UT DACA students. You can be certain of our support as you continue to pursue your dreams – the American dream – to obtain an education and build a better future for you and your families. As UT adheres to federal and state laws regarding immigration, rest assured our campuses will remain places where you can safely study as Congress takes up this issue.

The international competition for the best students, scholars, physicians and researchers is fierce. We need loud and clear signals that the U.S. and Texas will continue to seek out the foremost talents in the world and welcome them to our institutions. For its part, the UT System will always pursue young men and women from around the world who wish to learn, and the scholars and researchers who will train and educate them.

COMMITTEE FOR THE SUPPORT OF DIVERSITY AND EQUITY

The Committee for the Support of Diversity and Equity is a University-wide standing committee reporting directly to the president of The University of Texas at Dallas. The committee meets regularly to review and discuss issues that affect the institutional status, professional effectiveness and personal morale of women, minorities and members of other underrepresented groups in full and part-time faculty and staff positions.

To support its role in understanding and recommending policy with respect to these and related issues, the committee is empowered to carry out studies, conduct interviews and prepare reports. The committee meets with the president at the beginning and end of each academic year to receive special charges and reports from the administration and to convey to the administration ideas, concerns and advice from the committee that address the issues of eliminating institutional features which differentially and negatively affect women, minorities and members of other underrepresented groups.

It is also within the purview of this committee to recommend the creation and initiation of actions and policies which would support the professional careers of these same individuals.

RESOLUTION TO SUPPORT DACA

The University Committee for the Support of Diversity and Equity strongly supports the position regarding the Deferred Action for Childhood Arrivals program eloquently expressed by UT Dallas President Richard Benson and UT System Chancellor William McRaven in their recent communications. The greatest strength of our University is the body of outstanding students who study, learn and conduct research here. Those among them who might have been born in foreign countries but came here as children and were brought up in this country conscientiously contribute their efforts and talents to enabling this University to meet its highest aspirations. The committee joins Chancellor McRaven in urging the leaders of our nation to “recognize the potential in these students, granting them the opportunity to pursue their education and enter the workforce in this country,” and the U.S. Congress to “act quickly to provide a bridge for these students to remain in the U.S. and become citizens.”

LETTER FROM THE PRESIDENT

Dear UT Dallas community:

Today, United States Attorney General Jeff Sessions announced that a previous executive order regarding the Deferred Action for Childhood Arrivals program is being rescinded. UT System Chancellor William H. McRaven has issued a statement regarding DACA, which I am sharing with you now.

I want to assure you that the University's leadership team is united in our efforts to provide a safe environment for all UT Dallas students. The University follows all applicable federal laws, including the Family Educational Rights and Privacy Act, which protects the privacy of our students.

When concerns about the possible rescindment of DACA began to surface last fall, I signed a statement in support of the program along with hundreds of other college and university presidents from across the country.

I supported DACA because the United States needs bright, talented individuals. Students who have been raised and educated here represent America at its finest. I strongly encourage our nation's leaders to find a solution that will continue to make that possible.

Sincerely,



Dr. Richard C. Benson

President

Eugene McDermott Distinguished University Chair of Leadership

10 STUDENT DIVERSITY ADVISORY COUNCIL



Student Diversity Advisory Council General Body Meeting
Jasmine Johnson, Daniel Faso, Ayesha Ahmad, Stefanie Polderman, Yvonne Thong,
and Adrienne Bransky

PURPOSE

The purpose of the advisory council is to provide the students' perspective, input and advice to the Office of Diversity and Community Engagement.

The council addresses 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.



DIVERSITY IS UT DALLAS

"Diversity is UT Dallas. On campus, it is impossible not to have exposure to diverse individuals. However, we often surround ourselves with people who share some part of our identity, be it through our background, experiences or perspectives. We may cross paths and interact on a peer level, but we would never have realized the true extent of our exposure and awareness of different identities had it not been for SDAC. Being involved with the SDAC on campus has presented us with many learning experiences regarding various aspects of diversity. It has also provided us with an opportunity to include our fellow students. Through SDAC, we strive to spread awareness in order to address the everyday issues that are not always on the forefront of college students' consciousness. SDAC meetings and events create a space to better our understandings and perceptions. While it is easy to claim we are part of a diverse campus, we aren't always aware when we lack certain viewpoints, and it is important to utilize these spaces to learn and grow, both as individuals and a community."

-Ayesha Ahmad, President of SDAC; Stefanie Polderman, VP of SDAC; Yvonne Thong, Historian of SDAC

GOALS

- To provide student perspectives on key school issues.
- To highlight major institutional diversity achievements and concerns at UT Dallas.
- To support new diversity programs, initiatives and projects.
- To improve public perception of diversity at UT Dallas.
- To create effective communication with the multiple campus organizations at UT Dallas.

THE OFFICE OF DIVERSITY AND COMMUNITY ENGAGEMENT

Department of Institutional Diversity Initiatives

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The Office of Institutional Equity and Compliance

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Office: SPN 2.210

www.utdallas.edu/oiec/



For more information contact Rosie Peterson at
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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.

Save the Date

THE 9TH ANNUAL

**DIVERSITY AWARDS
CEREMONY AND SOIRÉE**

April 19, 2018
5:30 p.m. - 7:30 p.m.

The Davidson-Gundy
Alumni Center