OFFICE OF DIVERSITY AND COMMUNITY ENGAGEMENT

MULTICULTURAL CENTER

FY 2015-2016 ANNUAL REPORT

Arthur Gregg
Assistant Vice President of Multicultural Affairs/
Director of the Multicultural Center

Dr. George Fair
Vice President for Diversity and Community Engagement

Dr. Gene Fitch
Vice President for Student Affairs
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EXECUTIVE SUMMARY

Diversity, Excellence, Student Focused, Collaboration and Integrity
(Multicultural Center core values adopted 2015)

The UT Dallas Multicultural Center (MC) has had another very successful year. This year, the center hosted as well as co-sponsored approximately 31 cultural events with an attendance of 8,491, a 32% increase from last year. In addition, we experienced an exponential growth in the engagement of our cultural student organizations in collaborative programming with the Multicultural Center. Our Underrepresented Minority Students (URM), more than doubled in participation in leadership opportunities such as: The Southwestern Black Student Leadership Retreat (SBSLC) and Student Conference on Latino Affairs (SCOLA), both held at Texas A&M University, College Station. We were also able to hire our first Coordinator for Diversity Education. We are proud to collaborate with the UT Dallas Living Learning Communities to create a new Diversity Certificate for LLC participants as well as to provide several workshops on diversity for the campus.

We celebrated our new students by creating two new Welcome Week Programs this year. The Welcome Back Block Party. The Block Party was a collaborative effort with Radio UTD, which entertained over 1,500 new Comets. Our Diversity Poetry Jam, was held to introduce students to our Diversity Education programs and staff. The students were again entertained by various poets and musicians sharing their thoughts and talents on diversity issues.

As we prepare for a new year, we are proud of the work that we have done as a Center. We have collectively hosted over 109 events and/or programs with approximately 14,434 students, faculty, staff and community guest in attendance. We are a drop off for the Comet Cupboard, we are proud to have collected over 12 boxes of food and non-perishables. And we are proud to say, that on our student satisfaction surveys, approximately 93% of those students rated us high to very high for our service and their satisfaction.
POINTS OF PRIDE

STUDENT SUCCESS & OUTREACH

- We experience an exponential growth in Underrepresented Minority (URM) students participating in leadership development opportunities. Participation for the Southwestern Black Student Leadership Conference (SBSLC) held at Texas A&M University grew 60% from last year, and participation in Student Conference on Latino Affairs (SCOLA) also held at Texas A&M University experienced an increase of 350% from the year prior.

DIVERSITY EDUCATION

- The diversity e-learning module was originally created to target offices that employed students, many of these students had not received any diversity training or education. The module became a part of the overall student employee compliance training for the Fall of 2015. This was an opportunity to educate over 1,800 student employees about our campus diversity. Also, the module was also adopted by the Living Learning Community which included an additional 650 students for a total outreach of 2,450 students.

CULTURAL PROGRAMS & EVENTS

- The Multicultural Center held its annual Welcome Back Block Party to kickoff Welcome Week. The event was also co-sponsored by Radio UTD and the Office of Institutional Equity & Compliance. Over 1500 new Comets filled Parking Lot T for fun, dancing and snow cones. This exciting event brought a truly diverse cross-section of students spanning generations, ethnicities, classifications, majors, languages, backgrounds and even musical tastes.

- Our Assistant Director for Cultural Programs and Events, Bruce August Jr., was awarded one of the universities C.A.R.E Awards.
GENERAL INFORMATION
**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.

**CORE VALUES**

- **Diversity**: We believe that inclusive environments enhance educational experiences and create successful academic outcomes.
- **Excellence**: We pride ourselves on achieving a high standard of quality programs & services which provide the utmost satisfaction.
- **Student-Focused**: We value student involvement, engagement & feedback to provide programs & services that shape the cultural experience of our campus.
- **Collaboration**: We value intentional partnerships at all levels that assist us in service of our students, UTD campus & greater community.
- **Integrity**: We maintain an ethical, professional & just methodology of leadership and service.

**STAFF ORGANIZATIONAL CHART**

[Organizational Chart Image]
**VISITORS PROFILE**

**CENTER VISITS - 2 YEAR COMPARISON**

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<thead>
<tr>
<th>Year</th>
<th>14/15</th>
<th>15/16</th>
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<tbody>
<tr>
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<td>7,909</td>
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**CENTER VISITS – PURPOSE**

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<tr>
<td>Advising</td>
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**CENTER VISIT – CONFERENCE ROOM**

**ROOM USAGE: TOTAL COUNT = 122**

Conference room used by:

<table>
<thead>
<tr>
<th>Student(s)/Student Organizations</th>
<th>Offices/Committees</th>
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<tbody>
<tr>
<td>BSA</td>
<td>International Center (Intercultural Programs, Advisors)</td>
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<td>HEAT</td>
<td>Parking,</td>
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<td>BSO</td>
<td>Counseling Center</td>
</tr>
<tr>
<td>VINCEF</td>
<td>Office of Admissions</td>
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<tr>
<td>LULAC</td>
<td>ODCE (Community Engagement, Woman’s Center)</td>
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<td>Black Student Alliance</td>
<td>Interview committees</td>
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<td></td>
<td>New Student Programs</td>
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**WEBTRENDS**

<table>
<thead>
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<th></th>
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<td><strong>12,405</strong></td>
<td><strong>Total</strong></td>
<td><strong>9,689</strong></td>
<td><strong>13,599</strong></td>
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**SOCIAL MEDIA; FACEBOOK, INSTAGRAM & TWITTER**
Facebook | Reach<sup>1</sup> | Likes, Comments & Shares  
--- | --- | ---  
Total | 309,313 | 6,800  

<sup>1</sup>- Reach is the number of people who received impressions of a Page post.

| Twitter | Tweets | Visits | Mentions  
--- | --- | --- | ---  
Total | 260 | 2,995 | 73  

| Instagram | Followers | Posts | Comments | Likes  
--- | --- | --- | --- | ---  
Total | 903 | 366 | 156 | 5,082  

**COMET CUPBOARD DONATIONS**

**Summary:** From September 2015 to August 2016 the Multicultural Center accepted 12 boxes of food and non-perishables for the Comet Cupboard.
PROGRAMMING

The Multicultural Center hosted 109 overall programs with an attendance of 14,434 students, faculty, staff and community guest.
CULTURAL PROGRAMS
CULTURAL PROGRAMS

PROGRAMS/ATTENDANCE - 2 YEAR COMPARISON

<table>
<thead>
<tr>
<th>Group</th>
<th>14-15 Programs</th>
<th>14-15 Attendance</th>
<th>15-16 Programs</th>
<th>15-16 Attendance</th>
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<td>Hispanic</td>
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<tr>
<td>Asian</td>
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<td>950</td>
<td>2</td>
<td>1500</td>
</tr>
<tr>
<td>European</td>
<td>1</td>
<td>250</td>
<td>1</td>
<td>300</td>
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<tr>
<td>Native American</td>
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<td>50</td>
<td>1</td>
<td>250</td>
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<tr>
<td>Mixed Heritage</td>
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<td>35</td>
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<td>20</td>
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<td>Juneteenth</td>
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<td>-</td>
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<td>5</td>
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<td><strong>Total</strong></td>
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<td><strong>6424</strong></td>
<td><strong>31</strong></td>
<td><strong>8491</strong></td>
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Events by Culture Group

**African-American**
- Black History Month Kickoff: 75
- BHM Movie Screening: Straight Outta Compton: 75
- BHM Spotlight Music Series: Melody & the Kats: 100
- BHM Poetry Night with Ed Mabrey: 75
- BHM Movie Screening: School Daze: 70
- Black History Month Town Hall: #WhoMatters: 75
- Black History Month Africa Night: 250
- Black History Month: The Big Dinner: 200

**Hispanic**
- Hispanic Heritage Month Kickoff: 400
- Hispanic Heritage Month Film Screening: 50
- Dance Workshop: Bachata Night: 100
- Hispanic Heritage Celebration: 250
- Call Me Latino Discussion Panel: 45
- Dance Workshop: Cumbia Night: 90
- Bailando Con Las Cometas: 90
- Cinco De Mayo: The Experience: 200

**Asian**
- Lunar New Year Celebration: 500
- Asian Heritage Celebration: 1000
<table>
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<tr>
<th>Event Type</th>
<th>Event Details</th>
<th>Attendance</th>
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<tbody>
<tr>
<td>European</td>
<td>Taste of Europe: European Heritage Celebration</td>
<td>300</td>
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<tr>
<td>Native American</td>
<td>Native American Heritage Celebration</td>
<td>250</td>
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<tr>
<td>Mixed Heritage</td>
<td>Identity: Multiracial Dialogues</td>
<td>20</td>
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<tr>
<td>Juneteenth</td>
<td>Juneteenth Celebration</td>
<td>300</td>
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<tr>
<td>MLK Breakfast</td>
<td>Dr. Martin Luther King, Jr. Celebration Breakfast</td>
<td>236</td>
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<tr>
<td>Speaker Series*</td>
<td>(data included in main event numbers)</td>
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<tr>
<td>Co-Sponsor</td>
<td>Bangladesh Night</td>
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<td></td>
<td>VSA Mid Autumn Festival</td>
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<tr>
<td></td>
<td>Alpha Phi Alpha Game Night</td>
<td>40</td>
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<td></td>
<td>Alpha Phi Alpha Founders’ Day</td>
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<tr>
<td>UTD Traditions</td>
<td>Welcome Back Block Party</td>
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<td></td>
<td>Hot Chocolate at Up All Night Float Building</td>
<td>200</td>
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<tr>
<td></td>
<td>Breakfast Bonanza</td>
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Cultural Programs Summaries

Event Summaries: African American Programs

Title: Happy Black History Month
Attendance: 75
Objective: Celebrate the calendar beginning of Black History Month and announce the month’s programs.
Summary: This year’s program featured various arts forms of developed by Black artists, inventors, and architects. It also featured ShySpeaks, a UTD alum who is nationally recognized recording artists, who has shared the stage with Kirk Franklin, Lecrae and other Grammy award winning artists.
Recommendations: Have the event as an collaboration between more organizations. Start planning earlier.

Title: Black History Month Town Hall Discussion: #WhoMatters
Attendance: 75
Objective: Address current issues affecting the African American community.
Summary: The Multicultural Center collaborated with the Black Student Alliance to create this panel discussion. Panelists included students, staff and faculty from various backgrounds. The questions covered the Black Lives matter movement, police brutality, first amendment rights and what the UTD community should do in response to current affairs.
Recommendations: Prevent off campus guests from attending.

Title: The Big Dinner
Attendance: 275
Objective: Celebrate Black History Month with an educational, family-style dinner.
Summary: The Big Dinner is the largest event of Black History Month and is designed to bring the campus together with a big dinner to celebrate Black History Month. This year’s education and entertainment was a keynote speaker by the name of Dr. Cherry Roos-Gooden, a dynamic professor of sociology and multicultural education. She informed the audience of not only the importance of Black History but that all the cultures are important to celebrate and integrate into our lives. The annual tradition of providing a soul food dinner catered by Sweet Georgia Brown BBQ out of Dallas, Texas was also accomplished.
Recommendations: Look into working with our student organizations to add to the program.

Title: Africa Night
Attendance: 250
Objective: Display the different cultures, fashion, foods and dances of the different regions of Africa.
Summary: Africa Night was a collaboration between the Multicultural Center and the African Student Union. It consisted of song, dance, a fashion show and authentic Africa foods being served. Dance groups from surrounding universities and Oklahoma were
invited to perform at the event. This year’s program was hosted by Miss Tanzania, Faith Kashaa, a staff member from the International Center.
Recommendations: Make sure that all performances are family friendly since outside guests are allowed. Involve the other African organizations on campus.

Title: Black History Month Cinemateque “School Daze”
Attendance: 70
Objective: To examine issues of college students on a Historically Black college in the 1980’s and inform students of the National Pan-hellenic Council
Summary: The students were shown the film, School Daze (1988). At historically black Mission College, the activist-minded Dap (Larry Fishburne) immerses himself in a world of political rhetoric and social movements -- one day he hopes to rally the students as a united front. At the other end of the spectrum, Julian (Giancarlo Esposito), the head of the biggest fraternity on campus, is more concerned with maintaining a strict social order. In between, Dap's conflicted cousin, Half-Pint (Spike Lee), spends most of his time rushing the fraternity.
Recommendations: Find a more current film that focuses on Greek Life.

Title: Black History Month Poetry Night with Ed Mabrey
Attendance: 75
Objective: To experience Black History Month through the art of Poetry
Summary: The students were treated to a live performance of International Slam Poetry Champion Ed Mabrey.
Recommendations: Use a variety fo poets for the event; invite some student poets.

Title: Black History Month Film Screening “Straight Outta Compton”
Attendance: 75
Objective: To show the development of Grammy Award winning rap super group NWA
Summary: The students were shown the movie, Straight Outta Compton (2015). The group NWA emerges from the mean streets of Compton in Los Angeles, California, in the mid-1980s and revolutionizes Hip Hop culture with their music and tales about life in the hood. Afterwards, a Q&A session was held with students, faculty and local hip-hop artists.
Recommendations: n/a.

Title: BHM Spotlight Music Series: Melody & the Kats
Attendance: 100
Objective: To showcase music developed by African-American artists through the decades.
Summary: Students from the Musicians Network student organization played music that has changed the face of society and culture.
Recommendations: n/a
Event Summaries: Hispanic Programs

Title: Hispanic Heritage Month Kickoff
Attendance: 300
Objective: Celebrate the calendar beginning of Hispanic Heritage Month and announce the month’s programs.
Summary: Hispanic Heritage Month Kickoff serves to unite the campus in a celebration of Hispanic culture, history and tradition. The event included a performance inclusive of central & South American cultures as well as activities provided by the Latino based student organizations on campus. Elotes and aguas frescas were provided for students who attended.
Recommendations: Have lighting provided for the event when it gets darker.

Title: Hispanic Heritage Celebration
Attendance: 250
Objective: To increase awareness about Hispanic Culture and traditions
Summary: The Hispanic Heritage Celebration consisted of a game night that featured traditional games played during childhood, loteria, a photo booth and a mariachi performance. Students were also provided authentic Latin food catered by Desperados.

Title: Cinco de Mayo: The Experience
Attendance: 200
Objective: To increase awareness about the Cinco de Mayo holiday
Summary: This year’s Cinco de Mayo Celebration included an experience that dispelled myths about Cinco De Mayo, alcohol awareness, a fashion show, mariachi performance, Mexican open face tacos and aguas frescas.
Recommendations: Move the event away from the finals time period.

Title: Hispanic Heritage Month Film Screening: McFarland, USA
Attendance: 50
Objective: Show a film that aligned with the Hispanic Heritage Month theme (“Honoring our Heritage, Building Our Future”) for Hispanic Heritage Month.
Summary: Track coach Jim White (Kevin Costner) is a newcomer to a predominantly Latino high-school in California's Central Valley. Coach White and his new students find that they have much to learn about one another, but things begin to change when White realizes the boys' exceptional running ability. More than just physical prowess drives the teens to succeed; their strong family ties, incredible work ethic and commitment to their team all play a factor in forging these novice runners into champions.
Recommendations: n/a.

Title: Call Me Latino Panel Discussion
Attendance: 45
Objective: To increase awareness of the terms Hispanic & Latino and the inherent difference between them
Summary: The Multicultural Center hosted a panel of students, staff and faculty who self-identified as Latino. The panel interacted with audience and focused on ways the students
advance as Latino professionals. It also allowed for the students to dialogue with the panelists on how to navigate college being Latino. Recommendations: Invite non-Latino student organizations to create more diversity in the room.

Title: **Cumbia Dance Workshop**  
Attendance: 100  
Objective: to expose students to various forms of Latin dance  
Summary: The Multicultural Center hosted a dance workshop with a professional instructor who taught individuals the art of Cumbia, a traditional Colombian dance. Recommendations: Work with the Student Union to host the workshop in the galaxy rooms.

Title: **Bachata Dance Workshop**  
Attendance: 100  
Objective: to expose students to various forms of Latin dance  
Summary: The Multicultural Center hosted a dance workshop with a professional instructor who taught individuals the art of Bachata, a up-tempo contemporary form of salsa dance. Recommendations: Work with the Student Union to host the workshop in the galaxy rooms.

Title: **Bailando Con Las Cometas**  
Attendance: 100  
Objective: to expose students to various forms of Latin dance  
Summary: The Multicultural Center hosted a penultimate dance workshop which combined three forms of Latino dance for one night of celebration of Hispanic Heritage. Recommendations: Have one more workshop night prior to this event to give students time to learn and practice their dance.

**Event Summaries: Asian Programs**

Title: **Lunar New Year Celebration**  
Attendance: 500  
Objective: to increase awareness of Asian culture and leadership at UTD and Asian American & Pacific Islander Heritage month  
Summary: The event was celebrated Wednesday before the Chinese New Year. Five Asian Student organizations were involved in the planning of the event which started last November. The event included performances, cultural foods, cultural games, and information booths manned by students. It was a great success. Recommendations: Possibly expand to the Activity Center Main Gym for the event.

Title: **Asian Heritage Celebration**  
Attendance: 1,000  
Objective: to increase awareness of Asian culture and leadership at UTD and Asian American & Pacific Islander Heritage month
Summary: The Asian Night Market was meant to recreate the experience of how actual night markets are held across Asia. This event was a combination of both the traditional South Asian Bazaar style and East Asian Night Markets in order to incorporate all aspects of Asia. The Multicultural Center co-sponsored with VSA, CSA, Hallyu, ISA, BSO, JSA, and FSA. The event highlighted authentic dishes, traditional activities and attire from the Philippines, Vietnam, India, Bangladesh, South Korea, China, and Japan.
Recommendations: Expand the event further to other parts of the North Mall.

Event Summaries: Native American Programs

Title: Native American Heritage Celebration
Attendance: 250
Objective: To honor Native American students, faculty, staff & culture at UT Dallas.
Summary: The Anoli Dance troupe came to UT Dallas and delivered a variety of tribal performances and songs to celebrate the various tribes, languages and history of native peoples.
Recommendations: Collaborate with Richland College to hold a pow-wow.

Event Summaries: European Programs

Title: European Heritage Celebration
Attendance: 200
Objective: to share the culture of Europe with the UT Dallas community
Summary: The Multicultural Center celebrated European Heritage with a taste of Europe program that compared current foods with their original European recipes them stemmed from.
Recommendations: Create a ticketing system for students to register from.

Events Summaries: Single Events

Title: Martin Luther King Jr. Celebration Breakfast
Attendance: 250
Objectives: Educate and celebrate the life and legacy of Dr. Martin Luther King Jr. Provide an opportunity to honor Dr. King and celebrate diversity. Educate the campus on ways to continue to strive for diversity and community service/awareness.
Summary: Long before he led boycotts and marches, Dr. Martin Luther King Jr. was the son of an Atlanta Baptist pastor growing up under the realities of racial segregation. King’s early years were the focus of a student production, “The Making of the Man,” at UT Dallas’ annual Martin Luther King Jr. Celebration Breakfast. The student group The Voices of UTD set the production at a fictional symposium on King, with students playing the role of participants. A row of panelists, seated on the stage in the Student Union, took turns answering their questions. This UT Dallas’ tribute to King also featured speeches, vocal and dance performances. Speakers included Dr. Hobson Wildenthal, president ad interim; and Dr. George Fair, vice president of the Office of Diversity and Community Engagement and dean of the School of Interdisciplinary
Studies; and Arthur Gregg, assistant vice president for multicultural affairs and director of the Multicultural Center.

Recommendations: Continue to utilize students in our programming efforts. Gather student together earlier for the events. Possibly bring a speaker to commemorate the late Dr. King.

**Title: Juneteenth Celebration**

Attendance: 300

Objective: To raise awareness about the significance of Juneteenth among students, staff and faculty.

Summary: The theme for the 2015 Juneteenth event was “Freedom Matters”. The event included a live performance from the Nigel Rivers band, a reading of the emancipation proclamation of 1863, the Annual Staff Bakeoff, catering provided by Sweet Georgia Brown, a chance to pledge against hate speech in response to recent atrocities in America, carnival style games and giveaways provided by local businesses and UTD departments. Recommendations: Move the event inside.

**Events Summaries: General Events**

**Title: Welcome Back Block Party**

Attendance: 1700

Objective: to welcome back the students of UT Dallas to a new school year

Summary: The UT Dallas Multicultural Center, Office of Institutional Equity & Compliance and Radio UTD teamed up to throw the second annual Welcome Back Block Party. There was plenty of dancing, prizes, pizza and shaved ice. We couldn't think of a better way to kick off the start of the semester. Our event displayed 2 different dj’s over the two hour span. The students danced, laughed and cheered the night away. This year actually provided a chance for a student win a parking lot pass for the upcoming school year. The event also served a two-fold purpose of bringing diverse students together but also reminding students to stop sexual assault. Recommendations: Swipe Comet Cards to determine demographics of the students, add more barricades to advertise events and do more advertising. The music to be played has to be edited with profanity.

**Events Summaries: Mixed Heritage Programs**

**Title: Identity: The Multiracial Experience**

Attendance: 20

Objective: to aid students of multiracial descent in recognizing stages of identity development; identify needs of multiracial students on the UT Dallas campus

Summary: The event engaged students who self-identified as multiracial in discussion about their experiences and ways in which UTD could support them. Food was provided and plans were discussed to repeat the event to get more student involved.

Recommendations: Hold the program at the beginning of the school year and plan other events for students to socialize.
SUCCESS AND OUTREACH
**Retention Success Programs**

Underrepresented Minorities (URM). The goal of URM retention is to positively affect the retention and graduation rate of African American and Hispanic Students

**Total Programs: 19**  
**Attendance: 544**

<table>
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<th>Program</th>
<th>14-15 Programs</th>
<th>14-15 Attendance</th>
<th>15-16 Programs</th>
<th>15-16 Attendance</th>
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**University Data**

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<td>FTIC</td>
<td>84%</td>
<td>92%</td>
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<td>57%</td>
<td>39%</td>
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<tr>
<td>5 Yr.</td>
<td>63%</td>
<td>74%</td>
<td>53%</td>
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F08 Cohort – 5yr S13, National Average: 60%-70%, UTD Average: 65%
URM RETENTION PROGRAM SUMMARIES

AFRICAN AMERICAN PROGRAMS

Student Organizations
BSA: Black Student Alliance
NSBE: National Society of Black Engineers
ASU: African Student Union
NSA: Nigerian Student Association
KSSA: Kenyan and Sudanese Student Association
Kurlfriends

AKA: Alpha Kappa Alpha Sorority, Incorporated
AΦA: Alpha Phi Alpha Fraternity, Incorporated
ΔΣΘ: Delta Sigma Theta Sorority, Incorporated
NPHC: National Pan-Hellenic Council

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. We have helped them developed their programming calendar, explore leadership development tools, and create additional partnerships with other UTD units and student organizations. Our work with the UTD Black Student Alliance has remained vital to MC’s retention initiatives and the strengthening of relationships with the African American student population. As an extension, we also help the Executive Board with their mid-year performance review and EOY celebration.

Operation I AM: Black Student Leadership Weekend 2015
69 students attending
Operation I AM 2015 took place on September 11th and 12th during the second week of school. Event marketing and advertisement targeted new and returning African American undergraduate students through UTD emails, Facebook, campus media, mailings and our connection with all African American student organizations. Approximately 69 new and returning students participated in the Friday’s kick-off activities and Saturday’s workshops. Friday’s activities included an opening speaker from Dr. George Fair, Vice President of Diversity at UT Dallas. It was important to highlight UTD student support services and academic excellence for the kick-off event. Saturday was a full day of leadership development workshops and team building activities. UT Southwestern Medical School participated in Operation I Am, bringing faculty to engage students about the process to medical school. The leadership workshops focused on campus involvement and personal success. Team building activities was intentionally built into both days’ events in order to encourage positive peer interaction and create an environment to foster new relationships.

Overall, the Operation I AM 2015 was well received. The student participant feedback was positive and helpful for improvement on next year’s program. Though more than the majority of
participants highly rated both days’ programs with great reviews, some of areas of improvement included but were not limited to better descriptions of team building activities, length of Saturday’s program, and discussion opportunities.

Southwest Black Student Leadership Conference 2016
16 UTD students participated
The 2016 Southwest Black Student Leadership Conference was held on the Texas A&M University-College Station campus in January. It was well-attended with a total of 800 African American undergraduate students from Texas and surrounding states. This year UT-Dallas was represented by 16 African and African American student leaders from the African Student Union, Black Student Alliance, National Society of Black Engineers, ODCE Diversity Scholarship Program, and Undergraduate Success Scholars (USS) program. This year, 9 UT Dallas student leaders we selected to participate in the Advance Leadership Institute for a more extensive leadership program. Another student leader, Cornel Walton of the Black Student Alliance, represented UT Dallas in the A.L.I Oratorical contest, where he finished in first place within the competition. As the winner of the A.L.I Oratorical contest, Cornel received a cash prize and the opportunity to introduce the conference’s keynote speaker, Jeffery Johnson.

Throughout the course of the conference, UTD students attended interactive workshops on leadership development, group dynamics, and career exploration. This was also an opportunity to interact with African and African American students from the diverse regions in an effort to share their campus experiences, and learn from other like-minded peers.

Harambee Dinner and Awards 2016
62 UTD students & student leaders participated
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 from the Black Student Alliance, National Pan-Hellenic Council organizations, National Society of Black Engineers, and other African American student groups. Each of the participating student organizations had the opportunity to recognize the individual efforts of its members, as well as, their new executive board for the upcoming school year. During Harambee Dinner and Awards, there was also a special recognition ceremony for graduating African American students from all of the participating student organizations. This year we honored 21 graduating seniors. This year’s Harambee Dinner and Awards events was well-attended by African American faculty, staff, and students with approximately 62 total in attendance.

MC Leaders’ Retreat 2015
12 UTD African American student organizations participated
The MC Leaders’ Retreat was an initiative created and implemented to support the leadership development of the executive officers of Multicultural Center’s sponsored student organizations. Initially, this program was targeted to African American student organizations, this year the MC Leaders’ Retreat invited Hispanic and Asian American student organizations. Officers from the UTD African Student Union, Black Student Alliance, National Pan-Hellenic Council and the Multicultural Council organizations participated in this one day on campus retreat, totaling 24 students. During the retreat, participants completed activities and exercises that focused on organization management, team building, and personal development. Overall, the MC Leaders’
Retreat was well-received by the participants. With recommendations from the students, this program has developed into a staple leadership initiative with student leaders.

HER Space
15 UTD students participated
HER Space is a program designed for URM women to build community together and to provide a brave space for dialogue and support. With the success of Sister to Sister: A Night of Pampering and Care co-sponsored with the Student Counseling Center, HER Space was created to continue that safe space for URM women on campus. This year, HER Space was co-collaboration with the Galerstein Women’s Center to host to celebrate Women’s History Month as a Tea Tuesday dialogue. Participants got the opportunity to explore Women’s History Month, community and success.

Man Cave Monday
18 UTD students participated
Man Cave Monday is a program designed for URM men to build community together and to provide a brave space for dialogue and support with male faculty and staff on campus. Created due to the success of HER Space for URM women, Man Cave Monday invited male students to engage potential mentors to explore campus resources and support.

URM RETENTION: HISPANIC PROGRAM SUMMARIES

Student Organizations
ALPHA: Association of Latin Professionals in Accounting
LULAC: League of United Latin American Citizens
SPYCD: Stop Pretending You Can’t Dance
SHPE: Society of Hispanic Professional Engineers
MASA: Mexican American Student Association

Multicultural Council
ΩΔΦ: Omega Delta Phi Fraternity, Incorporated.
ΣΛΑ: Sigma Lambda Alpha Sorority, Incorporated.
ΣΛΒ: Sigma Lambda Beta International Fraternity, Incorporated.
ΣΛΓ: Sigma Lambda Gamma National Sorority, Incorporated.
ΚΔΧ: Kappa Delta Chi Sorority, Incorporated.

HER Space
15 UTD students participated
HER Space is a program designed for URM women to build community together and to provide a brave space for dialogue and support. With the success of Sister to Sister: A Night of Pampering and Care co-sponsored with the Student Counseling Center, HER Space was created to continue that safe space for URM women on campus. This year, HER Space was co-collaboration with the Galerstein Women’s Center to host to celebrate Women’s History Month as a Tea Tuesday dialogue. Participants got the opportunity to explore Women’s History Month, community and success.
Man Cave Monday

*18 UTD students participated*

Man Cave Monday is a program designed for URM men to build community together and to provide a brave space for dialogue and support with male faculty and staff on campus. Created due to the success of HER Space for URM women, Man Cave Monday invited male students to engage potential mentors to explore campus resources and support.

MC Leaders’ Retreat 2015

*5 UTD Hispanic student organizations participated*

The MC Leaders’ Retreat was an initiative created and implemented to support the leadership development of the executive officers of Multicultural Center’s sponsored student organizations. This year’s retreat was open to all URM student groups to participate and learn skills to take back to their general body. Officers from Mexican American Student Association, Minority Association of Pre-Medical Students, Sigma Lambda Gamma Sorority National Sorority, Incorporated, Society of Hispanic Professional Engineers, and Stop Pretending You Can’t Dance participated in this one day on campus retreat. During the retreat, participants completed activities and exercises that focused on organization management, team building, and personal development. Overall, the MC Leaders’ Retreat was well-received by the participants. With recommendations from the students, this program has developed into a staple leadership initiative with student leaders.

Hispanic Leadership Banquet (HLB)

*88 UTD students & student leaders participated*

The Hispanic Leadership Banquet was held on Saturday, April 23rd in the Galaxy Rooms of the student union. This year we had 9 Hispanic student organizations, the Hispanic Student Success Taskforce, and other UTD students and staff members attend the banquet; a total of 88 guests. The year the Multicultural Center continued the HLB planning committee, which also included student representatives of each of the 9 student organizations to assist with planning, marketing, hosting and performance pieces for the evening. This year’s committee was able to begin planning for HLB much earlier; a positive for this year’s ceremony. This year’s HLB kept the tradition of recognizing graduating Hispanic students from all of the participating student organizations. The feedback from this year’s Hispanic Leadership Banquet was very positive.

Student Conference on Latino Affairs (SCOLA)

*18 UTD students participated*

The Student Conference on Latino Affairs was held March 4th- 6th at Texas A&M University in College Station Texas. This year’s theme for the conference was ‘From the Roots Up’, it explored racial identity within the Hispanic community, leadership, professional development, and celebrated cultural creativity through keynote speakers, breakout sessions, workshops and cultural performers. This conference also provided an opportunity for UT Dallas students to interact with other Hispanic students, share their campus experiences, and learn from other like-minded peers. Attendance and participation for this conference grew 350%. To attend SCOLA, students had to complete an application with a resume attached and attend an pre-travel meeting. The growth in participation has been attributed to increase population, effective communication
and marketing about this program, and stronger relationships with Hispanic student organizations and campus departments.

URM RETENTION: GENERAL PROGRAMS SUMMARIES

Diversity Scholarship Program, 6th Year Review
Cohort 6 welcomed 20 UTD students, 83 total Diversity Scholarship Program participants
The Diversity Merit Scholarship Program is an intentional integration of academic and non-academic resources to foster learning-center interaction with faculty, staff, and peers for first-time, first-year and transfer traditionally unrepresented students at The University of Texas at Dallas. The Diversity Merit Scholarship Program remained a working collaboration between the Office of Diversity & Community Engagement and The Multicultural Center. This program is funded by the Office of Diversity & Community Engagement and the Office of the President. This scholarship program was supervised by two coordinators and consisted of four cohorts of scholarship recipients totaling 83. This number includes Cohort III with 10 returning students, Cohort IV consisting of 20, Cohort V consisting of 33, and Cohort VI consisting of 20 students. We had 18 Diversity Scholars to graduate 2015-16.

Program Components
The Diversity Scholarship Program includes specific components to encourage proactive behavior, promote the usage of UTD academic resources, and create accountability measures among scholarship recipients:

• Renewable $2500 scholarship award per student for up to 8 semesters
• Scholarship Program fall semester orientation
• Early-intervention strategy to monitor academic progress
• Personalized success plan for each student per semester
• Monthly evening programs that highlight student resources
• Funding for to participate in leadership conferences off campus
• Community Services opportunities

National Conference on Race & Ethnicity in American Higher Education (NCORE)
10 Diversity Scholarship Program Students attended
This year the Diversity Scholarship Program provided resources to send 10 Diversity Scholarship Program participants to the National Conference on Race & Ethnicity in American Higher Education conference late May in San Francisco, California. NCORE® is designed to provide a significant forum for discussion, critical dialogue, and exchange of information as institutions search for effective strategies to enhance access, social development, education, positive communication, and cross-cultural understanding in culturally diverse settings.
RETENTION: LEADERSHIP, TRAINING & DEVELOPMENT (STUDENTS)

African-American

Southwestern Black Student Leadership Conference (SBSLC), College Station, Texas: (16 UT Dallas students, 1 staff member)
Oluchi Aaron, Aysis Akintoye, Jedidiah Berhanu, Chanel Ebanks, Clyde Fomunung, Melody Jackson, Calvonah Jenkins, Amber Johnson, Misty Manning, Edrianna Norment, Mark Nwokocha, Josephine Owolabi, Alexis Rene, Dairon Turner, Cornel Walton, Taylor Wilson

Student Organizations Represented at MC Leaders Retreat
African Student Union, Alpha Phi Alpha Fraternity, Incorporated, Black Student Alliance, Delta Sigma Theta Sorority, Incorporated, Ethiopian & Eritrean Student Association, Kenyan and Sudanese Student Association, Kurlfriends, National Pan-Hellenic Council, National Society of Black Engineers, National Society of Black Engineers, Nigerian Student Association, Minority Association of Pre-Medical Students

Hispanic

Student Conference on Latino Affairs (SCOLA), College Station, Texas: (18 UT Dallas students, 1 staff member)

Student Organizations Represented at MC Leaders Retreat
Mexican American Student Association, Minority Association of Pre-Medical Students Sigma Lambda Gamma Sorority National Sorority, Incorporated, Society of Hispanic Professional Engineers, Stop Pretending You Can’t Dance

Asian

Student Organizations Represented at MC Leaders Retreat
Bangladeshi Student Organization, Chinacare, Chinese Student Association, Hallyu UTD, Japanese Student Association, Vietnamese Student Association

End of Summer Asian American Student Leadership Mixer
End of the year program to celebrate the leadership of student leaders within Asian American student organizations on campus.
DIVERSITY EDUCATION
### Diversity Education

**Total Presentations/Programs/Training/Dialogues:** 58  
(Attendance: 2,399)  
(note, total does not include FYL presentations in the 1100 classes)

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<td>Hispanic Scholarship Fund</td>
<td>College Readiness</td>
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<td>Race/Ethnicity/Identity</td>
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<td>Dallas Concilio</td>
<td>College Readiness</td>
<td>1 session</td>
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FRESHMAN 1100 CLASS DIVERSITY PRESENTATION SUMMARY

Presentation Overview

The presentation is designed for the freshman first year experience class. This basic presentation on diversity covers university demographics, transitioning to campus culture, cultural perspectives, importance of understanding diversity, individually and professionally, micro-aggressions and campus resources for diversity education. Presentation is 50 minutes and includes videos and discussion.

Presentation Goal

- To present the same diversity education material to all freshman seminar courses.
- To present a consistent message of the value of diversity to all incoming freshman students.
- To positively impact the campus climate through education of the incoming freshman students.

Presentation Objectives

- Increase knowledge of UTD campus diversity
- Increase appreciation of diversity
- Increase awareness of campus diversity resources

Class presentations by Multicultural Center staff: 29
Class attendance total: 1,111

Class presentations by First Year Leaders (FYLs): 63
Estimated class attendance: 1,260

Total class presentations: 92
Total class attendance: 2,371

83% of students rated this presentation as above average
91% of students showed an increased knowledge of campus diversity
86% of students showed an increase in appreciation for campus diversity
95% of students showed an increase in awareness of campus diversity resources
100% of FYL instructors showed that this presentation opened up a conversation about campus diversity

There are an estimated 101 first year seminar courses. The diversity education initiative reached a total of 92 classrooms and a total of 2,371 freshman students. The remaining 9 classrooms instructors chose to present their own established diversity presentation.
ONLINE E-LEARNING TRAINING MODULE SUMMARY

This was the first year of the full implementation of the on-line e-learning module. The module was created to address the departments that had a small number of student employees. The Multicultural Center had focused on training for departments with large numbers of student employees that hosted training sessions for the student staff.

The module was accepted by the university compliance department as an integral part of the student compliance training for all student staff. By doing this, the module was able to reach over 1800 students with a basic introductory presentation on campus diversity.

The module was also implemented in the Living Learning Community diversity certificate program. The LLC saw the value in the module that they made it a requirement for all students in the Living Learning Community. This increased the outreach by 650 students.

As an ongoing effort to expand our diversity education outreach, we were able to incorporate the module into the new student program transfer orientation. We received the list of all new transfer students and added them to the online module training via an e-mail notification. This further increased the outreach by another 600 students for the summer of 2016.

We will continue the transfer student outreach for the Fall of 2016, which data for that time period will be included in the following end of year report.

The total student outreach for the online module came to 3,050 students.

The challenge for us and for the university is to find new creative ways to get students to fully complete the module and benefit from the information within the module.

We have a completion rate of 16% for transfer students.

Completion rates for the student employees and for LLC was unavailable due to internal technical errors within the compliance system.
PROFESSIONAL STAFF ACTIVITY
UNIVERSITY COMMITTEE SERVICE

Arthur Gregg
- URM Enrollment Management Committee
- UT Dallas Search Committees (Associate Dean of Students)
- UT Dallas Search Committees (Dean of Students/AVP for Student Affairs)
- UT Dallas Search Committee (VP for Communications/Chief of Staff)

Danny Cordova
- Veterans Committee
- Diversity Education Advisory Council
- Trainers Alliance
- Hispanic Success Student Task Force

Bruce August
- Welcome Week Committee
- African American Student Success Task Force
- Fraternity & Sorority Life Strategic Planning Committee for NPHC
- Hispanic Student Success Task Force
- Student Affairs Onboarding Committee

Monica Williamson
- Comet Voice Committee
- Student Affairs Professional Development: Community Service Committee
- Homecoming Committee
- Family Day Committee
- African American Student Success Task Force
- Hispanic Student Success Task Force
- URM Enrollment Management Committee

Susie Pruitt
- NASPA
- ODCE Student Diversity Council

Carrilaine Schneckner
- Staff Council
- Committee for the Support of Diversity and Equity

STAFF AWARDS/RECOGNITIONS

Bruce August: C.A.R.E. Award Spring 2016

Monica Williamson: Annual Service Award, 5 years of Service
PROFESSIONAL CONTRIBUTIONS

Arthur Gregg
TABPHE (Texas Association of Black Professionals in Higher Education)
State, Board of Directors

Bruce August
TABPHE, (Texas Association of Black Professionals in Higher Education)
State, Vice-President of Public Relations

PRESENTATIONS

Arthur Gregg
TABPHE Federal Exec. Board: Exploring the Multigenerational Workforce
Residential Life Staff: UTD Diversity at a glance, Cultural Lenses
LeaderShape (Guest Leadership Panelist): Leadership 101

Danny Cordova
1100 courses: Diversity 101

Bruce August
Next Generation Of Leaders…Step Forward, Please!, TABPHE State Conference
Fort Worth, Texas
Being Inclusive: Planning Tips for Culturally Sensitive Programs
MC Student Leadership Retreat: Developing your vision & Setting smart goals

Monica Williamson
Diversity Scholarship Program: Graduate School 101

Susie Pruitt
1100 courses: Diversity 101
SOC presidents meeting: Div.Ed/How do you lean?

TRAVEL /PROFESSIONAL DEVELOPMENT(STAFF)

Arthur Gregg
NPHC, National Conference, Birmingham, AL
UTD Counselor Update, Houston, TX
UTD Counselor Update, Austin, TX
TABPHE Conference, Ft. Worth, TX
NCORE, San Francisco, CA
TABPHE Board Retreat, Houston, TX
National Fraternity & Sorority Coalition Visit, Arkadelphia, Arkansas
Danny Cordova
The College Race, Dallas Faces Race
UNT Equity & Diversity Conference
UTD SafeZone
Skillpath: Professional Communication
Webinar: NASPA, A recovering racist
Webinar: Lee Mun Wa on Diversity
Confucius Institute Workshop: Chinese names

Bruce August
Texas Association of Black Personnel In Higher (TABPHE) Board Retreat, Houston, TX
The Conference on Social Media, Denton, TX
Fred Pryor Seminars: Supervisor Training, Dallas, TX
UTD Green Zone Training, Richardson, TX
Texas Association of Black Personnel in Higher Education (TABPHE) State Conference, Fort Worth, TX
NCORE Roundtable Discussions, Fort Worth, TX
NACA Huge Leadership Weekend, New Braunfels, TX

Monica Williamson
UTD: Dallas ISD College Fair (TACRO Fair)
UTD: Counselor Update, Austin, Texas
UTD: Counselor Update, San Antonio, Texas
The Southwestern Black Student Leadership Conference (SBSLC), Texas A&M University College Station, Texas.
The Student Conference on Latino Affairs (SCOLA), Texas A&M University, College Station, Texas
National Conference on Race and Ethnicity (NCORE), San Francisco, CA

Azucena (Susie) Pruitt
UTD SafeZone
UTD Green Zone
UTD Catch Comet Pride
NCORE Conference, San Francisco
UNT Equity & Diversity Conference, Denton
### SATISFACTION SURVEY SUMMARY
(AVERAGE FROM FALL SURVEYS)

#### How did you hear about the Center?

<table>
<thead>
<tr>
<th>Method</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email</td>
<td>4%</td>
</tr>
<tr>
<td>Flyer</td>
<td>1%</td>
</tr>
<tr>
<td>Friend</td>
<td>59%</td>
</tr>
<tr>
<td>Walk by</td>
<td>26%</td>
</tr>
<tr>
<td>Orientation</td>
<td>5%</td>
</tr>
<tr>
<td>Facebook</td>
<td>0%</td>
</tr>
<tr>
<td>Webpage</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
</tbody>
</table>

#### How often do you visit the Center?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2 times per semester</td>
<td>11</td>
</tr>
<tr>
<td>1-2 times per month</td>
<td>12</td>
</tr>
<tr>
<td>1-2 times per week</td>
<td>45</td>
</tr>
<tr>
<td>Daily</td>
<td>29</td>
</tr>
</tbody>
</table>

#### How would you rate the Center’s customer service?

<table>
<thead>
<tr>
<th>Rating</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (low)</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>5 (high)</td>
<td>74</td>
</tr>
</tbody>
</table>

#### Is the Center a valuable resource for you at UTD?

<table>
<thead>
<tr>
<th>Rating</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (low)</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>21</td>
</tr>
<tr>
<td>5 (high)</td>
<td>70</td>
</tr>
</tbody>
</table>

#### Do you feel that the Center contributes to your success at UTD?

<table>
<thead>
<tr>
<th>Rating</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (low)</td>
<td>3</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>14</td>
</tr>
<tr>
<td>4</td>
<td>32</td>
</tr>
<tr>
<td>5 (high)</td>
<td>51</td>
</tr>
</tbody>
</table>

#### How satisfied are you with the following services?

<table>
<thead>
<tr>
<th>Service</th>
<th>Rating</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Study Room</td>
<td>1 (low)</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>27</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>58</td>
</tr>
<tr>
<td>Computer Lab</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>26</td>
</tr>
<tr>
<td></td>
<td>5 (high)</td>
<td>53</td>
</tr>
<tr>
<td>TV Lounge</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>21</td>
</tr>
<tr>
<td></td>
<td>5 (high)</td>
<td>66</td>
</tr>
</tbody>
</table>

#### How would you rate your overall experience in the Multicultural Center?

<table>
<thead>
<tr>
<th>Rating</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (low)</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>26</td>
</tr>
<tr>
<td>5 (high)</td>
<td>67</td>
</tr>
</tbody>
</table>

#### Have you ever attended any of the Multicultural Center events?

<table>
<thead>
<tr>
<th>Attendance</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>49</td>
</tr>
<tr>
<td>No</td>
<td>49</td>
</tr>
</tbody>
</table>