Special thanks to the following individuals and organizations who have contributed to the success of this report:

Dr. George Fair, Jasmine Johnson, Sahil Shah, Saarah Khan, Ben Crozier, Tania Raharja, Kim Horner, Julita Briones, the Office of Diversity and Community Engagement directors and staff, The Office of Equity and Compliance, The Office of Strategic Planning and Analysis, the Diversity Advisory Council, and various students, staff, and faculty.

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The University of Texas at Dallas
800 W. Campbell Road, AD26
Richardson, TX 75080

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A Message from the Vice President

The commitment to making The University of Texas at Dallas welcoming and inclusive is a shared one. The following pages of this Annual Impact Report illustrate the Office of Diversity and Community Engagement’s (ODCE) particular commitment to helping foster a more inclusive campus that engages faculty, staff and students of the highest caliber. Attracting diverse faculty who broaden the field of knowledge here at UTD are among the many efforts to maintain the university’s tier one status. Ensuring equitable opportunities is one way the University can be confident that it is recruiting from the widest available pool of talented individuals. These efforts, in turn, can influence the possibilities that students from all backgrounds imagine for themselves. The University of Texas at Dallas has more than 26,000 students representing over 30 U.S. states and 90+ foreign countries. All of our students bring to campus the full and rich spectrum of our world’s diversity. Along with that diversity, students arrive with their unique talents, needs and circumstances.

The efforts of the Office of Diversity and Community Engagement are part of a dynamic process that includes the continuation of many initiatives that are already delivering results, and input from varied sources to inform new programs, services, and policies. While we have many reasons to celebrate and be proud, we resolutely remember that there is still much more to learn and do.

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

- The Department of Institutional Diversity Initiatives (DIDI)
- The Department of Community Engagement (CE)
- The Multicultural Center (MC)
- The Galerstein Gender Center (GGC) (formerly the Galerstein Women’s Center)

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

George Fair, PhD
Vice President, The Office of Diversity and Community Engagement
The University of Texas at Dallas
History

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

Mission Statement

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

How the ODCE relates to the University’s mission

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

ODCE Strategic Goals

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

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

The Department of Institutional Diversity Initiatives

The Department of Community Engagement

The Multicultural Center

The Galerstein Gender Center
The Department of Institutional Diversity Initiatives

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

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

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

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

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

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

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

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

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

**Diversity Advisory Council**
The Diversity Advisory Council is made up of prominent leaders from local community and industry partners who offer input to ODCE. The council provides advice and assistance to ensure that the University’s diversity goals are strongly aligned with, and supported by, the greater Dallas community.
Diversity Initiatives
BY THE NUMBERS
2015-2016

150+ guests
attended the 2016 Diversity Awards Ceremony

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

90+ participants
attended the Accessibility Awareness Seminar as it addressed the training needs and diversity challenges of college students with disabilities transitioning to the workforce

$20,000+
awarded in Retention Scholarships

15+ members
of the Student Diversity Council participated in activities, including partnering with the International Rescue Commission to host a campus visit with students, visiting the Crow Collection of Asian Art and assisting with ODCE’s lectures and luncheons, and the University’s sexual assault awareness campaign

The number of students who have participated in the annual poetry slam workshop has more than doubled those in the previous years at UT Dallas
The Department of Community Engagement

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

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

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

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

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

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

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

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

**Greater Dallas Hispanic Chamber of Commerce and Dallas Black Chamber of Commerce Partnerships**
CE actively represents the University at these two chambers. Additionally, CE staff members promote the Chambers’ scholarship programs to prospective UT Dallas students as external financial aid opportunities.

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

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

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

BY THE NUMBERS

2015-2016

$120,000 was awarded by the Texas Higher Education Coordinating Board for the G-Force Mentoring Program

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

The SAT Math Preparation Classes served

1,240 STUDENTS

40+ TEAMS

STUDENTS currently participate in the Diversity Scholarship Program

Average cumulative GPA of the students in the Diversity Scholarship Program

The African American Male Academic Bowl hosted the most teams ever

4,369 STUDENTS K-12 served through CE’s community and college access programs

81 ACTIVITIES hosted by CE

1,290 PARENTS served through CE’s community and college access programs
The Multicultural Center (MC) 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. The Multicultural Center also focuses on the retention and graduation rates of African American and Hispanic students. Working with several student organizations and external partners, the Multicultural Center hosts several workshops and retreats, and co-sponsors conference travel, scholarships and recognition ceremonies.

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

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

### Co-sponsored activities
Activities co-sponsored by the Multicultural Center include: Bangladesh Night, VSA by Night, International Week Study Abroad Program, Texas Party, Welcome Back Block Party, Cometville Carnival, Diversity Network Reception, State Department/Global NT Reception and other outreach programs.

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

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

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

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

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

### Operation I AM: Black Student Leadership Weekend
This annual event highlights UT Dallas’ student support services and academic excellence through workshops and team building activities that encourage positive peer interaction.

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

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

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

BY THE NUMBERS

2015-2016

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

The Diversity Education Module was used in

118+ SESSIONS

150 ATTENDEES took the Pledge Against Hate Speech

7,736 PARTICIPANTS at MC Events

6,024 STUDENTS participated in the Diversity Education Module

Class presentations about diversity were included as a component in

90% of freshman courses

75 PROGRAMS hosted by MC

2,371 students participated

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

+2,500 ATTENDED Multicultural Center celebrations

86% indicated increased appreciation for campus diversity

95% indicated increase in knowledge of campus resources
Since 1996, the Galerstein Gender Center has served as a campus resource that fosters a safe and inclusive environment by advocating for gender equity and diversity through leadership development, education, programs and services.

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

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

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

**Tea Events**
Tea Tuesdays offer free tea every Tuesday to share information on WC resources.

**Study Break Opportunity**
Study Break Opportunity allows students to take a break from studying and connect with LGBT+ Education, Advocacy & Programming (L.E.A.P) Initiative members, programs and resources.

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

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

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

**Empower & Connect Women Series**
The Empower & Connect Women Series engages students semi-annually in $tart $mart, an interactive workshop designed to give college women the confidence and skills they need to earn fair compensation.

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

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

The Northwood Woman’s Club Scholarship is awarded to students who have overcome a life crisis and need financial assistance to achieve educational goals.

The Lars Magnus Ericsson STEM Scholarship is an annual award for STEM students of high academic achievement.

**GGC Lending Library**
The GGC Lending Library provides gender and LGBTQIA-related self-help books.

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

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

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

BY THE NUMBERS

2015-2016

565  CAMPUS & COMMUNITY
trained for Safe Zone Ally Training presentations

COMPLETED  CAMPUS PRIDE INDEX-
the national benchmarking tool for assessment of institutional commitment to LGBT inclusive policies, campus climate, student leadership opportunities, housing, programs and practice. UT Dallas received 3.5 out of 5 stars, competing with the University of Houston for the top spot in Texas for LGBT friendliness. UTD to be listed in the College Search Resources Guide for Prospective LGBT and Ally students

Awarded over $15,000 in scholarships

588  HOURS
utilization of the lactation facilities in four on campus spaces for nursing mothers

8TH YEAR of Introduce a Girl to Engineering Day
130 high school students and UT Dallas student volunteers

35  PROGRAMS &
2,364 PARTICIPANTS
at Galerstein Gender Center events

145  PARTICIPANTS
National Coming Out Day included

318  HOURS
of professional counseling services provided to students, staff and faculty

350  ATTENDED
National Day of Silence

559  ATTENDED
20th Anniversary celebration of the Galerstein Gender Center

105  ATTENDED
Empower and Connect Women Series and Gender Studies Lecture Series
A Message from ODCE’s Research Division

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

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

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

The accompanying graphs provide a snapshot of race and ethnicity at UT Dallas in Fall 2015, and they highlight opportunities for fostering a more diverse and inclusive community of student, staff and faculty. There are several other dimensions of diversity and as the University works to address them, the Office of Diversity and Community Engagement will continue to consult best practices and conduct our own research to improve the Office’s strategic goals and objectives. In the meantime, we ask that you join us by participating in our many initiatives, programs and services, and providing feedback. Additionally, your contribution as a volunteer, donor and/or conduit to resources helps to manifest our goal of creating a more diverse and inclusive campus. As we celebrate the Office of Diversity and Community Engagement’s ten years as a core component of UTD, we invite you to visit our website to learn more. Your involvement matters in our on-going quest to materialize what can come from an education tree that nourishes each and every one of us.

Shaunqula “Shaun” Wilson, PhD
Research Associate
The Office of Diversity and Community Engagement and School of Interdisciplinary Studies
The University of Texas at Dallas
ETHNIC & RACIAL DIVERSITY AT UT DALLAS

Fall 2015

Undergraduate Students
(N=15,642)

Graduate Students
(N=8,912)

Faculty
(N=1,220)

Staff
(N=2,653)
I am really grateful for the Academic Bridge Program because it helps take off some of the stress among students and allows us to focus on school. I have been given an amazing opportunity to be care free when it comes to choosing where I live, what I eat, and where I can receive academic assistance.

-Chelsea Chevis
Child Learning and Development/Psychology
UT Dallas

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

-Dr. Bobby C. Alexander
Associate Professor of Sociology, UT Dallas

It's great to know UTD has focused on Diversity & Inclusion for years. The ODCE has done an awesome job of planning and executing the strategies in the community.

-Mei Miao
UT Dallas Alumni/Diversity Advisory Council Member
Vice President/Regional Multicultural Banking Officer, BB&T Multicultural Banking

I have had an overwhelmingly positive experience with the Galerstein Gender Center, both as a student and a student worker. I have always felt welcomed and listened to. The Galerstein Gender Center, in my opinion, has always striven to serve the students of UTD and provide opportunities for transitional support (home to school, school to work, gender transition) and works continuously towards bettering itself and UTD.

-Cody Kuhn
Sociology
UT Dallas
The Retention Scholarship has impacted my experience at UT Dallas because it allowed me to buy books for an entire semester when my family was going through financial problems and could not help me with this expense. I am beyond grateful for this scholarship that helps low income minority students. Thank you!

-Argelia Simon
Mechanical Engineering
UT Dallas
Secretary, SHPE at UTD

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

-Bill Alston
UT Dallas Alumni/Diversity Advisory Council Member
Managing Consultant, Tata Consulting Services

The Retention Scholarship has helped reduce my financial burden and allows me to focus more on studies without having to worry about unmet financial need. This scholarship will help me reach my goal and will always motivate me to strive for excellence.

-Shekhar Karki
Electrical Engineering/International Political Economy
UT Dallas

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

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

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

- Sending a student to a leadership retreat
- Supporting a resilience and cultural competency workshop
- Funding scholarships that support retention among students
- Contributing to the hosting of a dynamic lecture
- Assisting in the development and implementation of a community service initiative

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

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

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

Sponsor Us

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

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

Donate

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

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

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

- **Director**
  - Rosie Peterson

- **Program Coordinator**
  - Jasmine Johnson

- **Graphic Designer**
  - Saarah Khan

- **Web Master**
  - Ben Crozier

**The Department of Community Engagement**

- **Director**
  - Raul Hinojosa Jr.

- **Assistant Director**
  - David Robinson Jr.

- **Program Manager**
  - Cynthia Sorto

- **Administrative Assistant**
  - Anh Nguyen

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

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

Assistant Director, Diversity Education
Danny Cordova

Assistant Director, Programs and Marketing
Bruce August Jr.

Assistant Director, Student Success & Outreach
Monica Williamson

Coordinator, Programs & Events
D’Andrea Young

Coordinator, Diversity Education
Susie Pruitt

Administrative Assistant
Julie Cooper Nevarez

The Galerstein Gender Center

Director
Lauren M. DeCillis, LMSW-IPR

Assistant Director
Narcely Ruiz, LMSW

Assistant Director
Matthew Johns, MEd

Counseling Specialist
Katrina Watland, LCSW

Counseling Specialist
Jacqueline Prince, LCSW

Administrative Assistant
Ashfia Salemin
AWARDS AND RECOGNITIONS

2016 Diversity Awards Recipients

Alba Ramirez, Student Diversity Award
Sigma Lambda Gamma Sorority, Student Organization Diversity Award
Jeff Leach, Community Champion of Diversity Award
Rockwell Collins, Corporate Diversity Award
Mary Jane Suarez Partain, Staff Diversity Award
Mary Beth Goodrich, Inclusive Teaching Diversity Award
Dr. Meghna Sabharwal, Inclusive Teaching Diversity Award
L’Aunjanee Carriere, Danielle Edmonds, Diversity Slam Poetry Competition Winners

ODCE Staff Awards and Recognitions

Lauren DeCillis, C.A.R.E. Award, UT Dallas
Bruce August, C.A.R.E. Award, UT Dallas
Narcely Ruiz, Eternal Flame Award 10-Year Milestone and Leadership Award, Chi Upsilon
Sigma National Latin Sorority, Inc.
Ashfia Salemin, Dallas Admin Big Idea Award, The Admin Awards
Rosie Peterson, 10-year staff award/recognition UT Dallas
George Fair, PhD, 40-year staff award/recognition UT Dallas
ODCE Staff
Awards and Recognitions

Lauren DeCillis, C.A.R.E. Award, UT Dallas
Bruce August, C.A.R.E. Award, UT Dallas
Narcely Ruiz, Eternal Flame Award 10-Year Milestone and Leadership Award, Chi Upsilon Sigma National Latin Sorority, Inc.
Ashfia Salemin, Dallas Admin Big Idea Award, The Admin Awards
Rosie Peterson, 10-year staff award/Recognition UT Dallas
George Fair, PhD, 40-year staff award/Recognition UT Dallas

CONTACT US

The Office of Diversity and Community Engagement
800 W. Campbell Road, AD26
Richardson, TX 75080
Phone: 972-883-4566
Fax: 972-883-4565
Office: AD 3.207
www.utdallas.edu/diversity/

The Multicultural Center
800 W. Campbell Road, SS23
Richardson, TX 75080
Phone: 972-883-6390
Fax: 972-883-6101
Office: SSB 2.400
www.utdallas.edu/multicultural/

The Office of Institutional Equity and Compliance
800 W. Campbell Road, SPN15
Richardson, TX 75080
Phone: 972-883-2292
Office: SPN 2.210
www.utdallas.edu/oiec/

The Department of Institutional Diversity Initiatives
800 W. Campbell Road, AD26
Richardson, TX 75080
Phone: 972-883-4560
Fax: 972-883-4565
Office: AD 3.207
www.utdallas.edu/diversity/departments/institutional-diversity/

The Department of Community Engagement
800 W. Campbell Road, HH26
Richardson, TX 75080
Phone: 972-883-4546
Fax: 972-883-2440
Office: AD HH 2.406
www.utdallas.edu/diversity/departments/community-engagement/

The Galerstein Gender Center
800 W. Campbell Road, SSC41
Richardson, TX 75080
Phone: 972-883-6555
Fax: 972-883-6558
Office: SSB 4.300
www.utdallas.edu/womenscenter/