



Vice President Dr. Magaly Spector

## Our Mission

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

We aspire to be a leader in promoting diversity to achieve the highest levels of excellence.

## Why Diversity?

**A Win-Win for UT Dallas:** In the minds of many, diversity and inclusion are powerful moral and ethical obligations. Pre-dating today's emphasis on diversity, there was affirmative action, a philosophy underlying a series of laws adopted to prevent discrimination and inequality. Diversity and inclusion are pragmatically smart choices for any institution, independent of moral, ethical and legal considerations. As entities that exist for the creation and dissemination of knowledge, universities have much to gain by creating highly diverse and inclusive academic communities.

At the University of Texas at Dallas, the concept of diversity encompasses acceptance and respect. Diversity means understanding that each individual is unique, and recognizing our individual differences. These differences include, but are not limited to, age, ethnicity, class, gender, gender expression, race, sexual orientation, religious status, educational background, geographic location, physical and mental abilities/qualities, national identity, income, personal beliefs, skin color, marital status, parental status, and work and life experiences.

Categories of differences are not always fixed, but can also be fluid; the respect of individual rights to self-identification, and the recognition that no one culture is intrinsically superior to another, are important elements for our definition of diversity. We assert that the exploration of these differences in a safe, positive and nurturing environment is an essential element of any meaningful diversity program.

Diversity and inclusion are about understanding each other, and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual. A diverse student body, a diverse faculty and staff, and an inclusive academic community together will create the highest potential for achieving excellence in research, in teaching and learning, in overall productivity, and in pride and cohesiveness. Diversity and inclusion constitute a felicitous synergy in which what is right is also what wins.



Administrative officers, from left: Rosie Peterson, director, Institutional Initiatives; Dr. Frances Freeman, assistant vice president, Faculty Diversity; Raul Hinojosa, director, Community Engagement; Lauren M. DeCillis, director, Galerstein Women's Center; Arthur Gregg, assistant vice president, Multicultural Affairs.

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## Annual Diversity Awards Gala



### Save the Date!

The Office of Diversity and Community Engagement announces:

### *The Second Annual Diversity Awards Gala and Scholarship Fundraiser*

April 16, 2011

Student Union Galaxy Room

University of Texas at Dallas

800 W. Campbell Road, Richardson, TX 75080

## MentorNet Launched This Fall



The Office of Diversity and Community Engagement and the Galerstein Women's Center announced the launch of MentorNet on September 15.

MentorNet provides students from many of the world's top colleges and universities with positive, one-on-one, email-based mentoring relationships with mentors from industry, government, and higher education. In addition, the MentorNet Community provides opportunities to connect with others from around the world who are interested in diversifying engineering and science. MentorNet is intended to assist UT Dallas in enhancing graduation rates and, ultimately, further the progress of women and other underrepresented groups in scientific and technical fields. Several UT System schools are also currently using the program. You can learn more about MentorNet and how the program works by visiting the website [mentornet.net](http://mentornet.net).

Faculty, chairs, advisors, and assistant and associate deans have received information on how to inform and invite students to participate in MentorNet, as well as how to become mentors themselves. Our communication plan will also include outreach to UT Dallas alumni and local industry members to become mentors in the program, to pair students with partners who are interested in the academic and career success of our students at UT Dallas.

Contact Lauren DeCillis at [laurend@utdallas.edu](mailto:laurend@utdallas.edu) or 972-883-6555 with any questions regarding this project.

## 2010 New Faculty: A Diverse Group

Thirty-seven new tenure track faculty joined the UT Dallas family this fall, a 9% increase in faculty size that significantly increases diversity. The group covers four age decades, ranges from assistant professors on their first jobs to experienced full professors with international reputations, comes from five continents and 12 U.S. states, and speaks some 14 different languages.

Ten women – 27% of the new hires – increase the UT Dallas women faculty by 12%, to a total of 21.7%. With the addition of an African-American, a Native American and a Hispanic – 8% of the new hires – underrepresented minorities now constitute 5.7% of the total faculty.

## Diversity Dinner Dialogues



Diversity Dinner Dialogues events give members of the UT Dallas community an opportunity to hear and share many different perspectives on current diversity topics.

Participants gather for a seated dinner during which they engage in facilitated discussion. This activity creates open communication and fosters the development of positive relationships in a safe, comfortable environment. Dialogue topics change with each program. For the fall, access/ability will be discussed. The spring program will consider gender differences.

UT Dallas' Diversity Dinner Dialogues concept was presented in June by Danny Cordova, Multicultural Center assistant director, during the 2010 National Conference on Race and Ethnicity in Higher Education (NCORE) at National Harbor, Md., where it was well received by numerous universities, many of whom have since adopted this program format for their own diversity initiatives.

The fall Dialogues program will be held from 5 to 7:30 p.m. on Tuesday, November 16. Seating is limited, so those wishing to take part in this dynamic cultural experience should visit [utdallas.edu/multicultural/DinnerDialogues.html](http://utdallas.edu/multicultural/DinnerDialogues.html) for full information and to register. The event is offered through the partnership of the Office of Diversity and Community Engagement, Multicultural Center, Galerstein Women's Center, SUAAB, International Student Services and Dining Services.

## SAFE ZONE At UT Dallas

The Galerstein Women's Center is taking steps toward sexual and gender identity equality at UT Dallas through its Ally Training for students, faculty and staff. This program provides education on inclusive language, campus-wide resources, the SAFE ZONE concept, and other issues affecting the LGBTQ (Lesbian, Gay, Bisexual, Transgender and Questioning) community on campus; its goal is the establishment of a University-wide network of visible allies that offers a supportive environment to all. On completion of the training, every Ally receives a certificate and SAFE ZONE logo sticker that announces his/her efforts to discourage discrimination and openly celebrate diversity.

Join us for the next Ally training in spring 2011. Contact 972-883-6555 for more details.

## Boot Camp A Success



In July some 65 Dallas County area high schoolers learned how to improve their SAT math scores at the UT Dallas Office of Diversity and Community Engagement's second annual Boot Camp, held in Richardson ISD's Professional Development Center.

"Math SAT score is one of the biggest obstacles to college enrollment that some students face," said Community Engagement Director Raul Hinojosa. "Our goal is to help participants achieve their best possible results." Participants received free copies of the College Board SAT Study Guide in advance so they were able to concentrate on critical thinking, problem-solving skills and test-taking strategies taught by Dallas and Richardson ISDs' instructors. The Texas Higher Education Coordinating Board joined in Boot Camp sponsorship through its College Access Challenge Grant program.

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**RETURN SERVICE REQUESTED**