



THE UNIVERSITY OF TEXAS AT DALLAS



OFFICE OF DIVERSITY AND COMMUNITY ENGAGEMENT

MULTICULTURAL CENTER

FY 2017-2018 ANNUAL REPORT



Student Centered.
Diversity Driven.

TABLE OF CONTENTS

| | | |
|-------------|------------------------------------|-----------|
| I. | Executive Summary | 03 |
| II. | Points of Pride | 04 |
| III. | General Information | 06 |
| | a. Mission | 06 |
| | b. Core Values | 06 |
| | c. Staff Organization Chart | 06 |
| | d. Total Programs | 07 |
| | e. Visitors Profile | 07 |
| | f. Comet Cupboard Donations | 07 |
| | g. Conference Room Usage | 08 |
| | h. Webpage/Social Media | 09 |
| IV. | MC Satisfaction Survey | 10 |
| V. | Programs and Services | |
| | a. Cultural Celebrations | 11 |
| | b. Student Success | 22 |
| | c. Diversity Education | 32 |
| VI. | Professional Staff Activity | 39 |
| | a. University Committee Service | 40 |
| | b. Staff Awards/Recognitions | 41 |
| | c. Presentations | 41 |
| | d. Travel/Professional Development | 43 |
| VII. | End | 44 |

EXECUTIVE SUMMARY

Student Centered. Diversity Driven.

The Multicultural Center (MC) has experienced over 8,685 contacts (visits), 135 programs with over 17,099 students staff, and faculty in attendance. We have witnessed an increase in the number of students, faculty and staff who utilize our Conference Room from 115 (2016-17) to over 530 (2017-18). We know that most of our visitors come to the MC to either study and/or relax. According to our fall 2017-student satisfaction survey, 94% of the participating students rated customer service as high, 94% stated the MC as a valuable resource and 98% gave us high marks on their satisfaction with the Center. We are very excited about our student's response to the work and environment that has been created by our staff and student employees.

We are very proud of Monica Williamson, assistant director for student success and outreach, in the Multicultural Center. She received the universities C.A.R.E Award (Celebrate Achievement Reward Excellence) for fall 2017. The Student Success and Outreach area created several new initiatives including a more defined partnership with the Student Counseling Center for the W.I.S.E (Women In Social Engagement) program, for Women of Color. In addition to, the newly created Multicultural Achievement Ceremony, that celebrates our graduating URM seniors. We were also able to provide summer training for UT Dallas Academic Advisors, work with Dallas Independent School District AVID teachers and advisors as well as provide support for the National Jackie Robinson Foundation Scholars Orientation held on campus.

The Cultural Programs and Events Area continues to provide various culturally enriching and educational programs for our students. This year with the strengthening of the Multiracial Advisory Council, we saw a growth in the engagement of our multiracial students and multiracial programming. The newly created Martin Luther King Jr. Day of Service kicks off our efforts to create a weeklong celebration and events to honor the legacy of Dr. King. The program was created out of a partnership with the Office of Student Volunteerism.

Our Diversity Education Area continues to grow, develop and provide quality educational programs for our students. This year the Diversity 101 presentation was presented in more than 80 classes with a total of over 2,800 UT Dallas freshmen. Approximately, 80% of the students reported an increased appreciation and awareness of and for our campus diversity. The Diversity Dialogues now come in a boxed set and is licensed for sale to other educational entities.

However, most of all, we are very proud of the eleven student employees that work in our office. We have created a new intense recruitment and summer training program. These students are the most creative and committed student employees on this campus.

“All UT Dallas students will treat each other with civility, dignity and respect, regardless of differences, which will prepare them for a global, diverse society.”

Arthur Gregg

Assistant Vice President/Multicultural Affairs
Director/Multicultural Center

POINTS OF PRIDE

- **Diversity Education -Diversity 101 Presentation**

The newly revamped Diversity 101 presentation is on target to meet the needs of our current student population. This year we presented the Diversity 101 presentation in approximately 81 classrooms to a total of 2,879 freshman students. We are on target of reaching our goal of having every incoming freshmen experience this presentation. Over 80% of the students attending this presentation reported an increase in appreciation for campus diversity and an increase in awareness of campus diversity resources. We truly believe that this presentation is having a positive impact on each freshman class and on the campus climate.

- **Student Success and Outreach - Multicultural Achievement Ceremony**

This year the Multicultural Center held the first Multicultural Achievement Ceremony that recognized just over 100 graduating URM seniors from the class of 2018. The Undergraduate Success Scholars from the Office of Undergraduate Education, the Diversity Scholars Program within the Department of Community Engagement, and cultural student groups supported by the Multicultural Center made up the honorees. This event also welcomed student family and friends, along with community guest. This event was developed to specifically celebrate the academic achievements of graduating seniors within the underrepresented minority student communities. We are excited that the Multicultural Center's Student Success & Outreach area will receive funding from the Student Fee Committee continue and build this new initiative.

- **Cultural Celebrations and Events - Multiracial Programming**

Over the past academic year, the Multicultural Center along with the newly created Multiracial Advisory Committee was able to create numerous events and meetings, which focused on the support for multiracial students on campus. The student committee particularly created to develop and build programming for our multiracial students and Allies. One of the most successful programs was the "*For the Love of Loving Day*", an event in which participants were taught about the significance of Loving vs. Virginia, the landmark 1967 Supreme Court Case that struck down all state laws banning interracial marriage. This event also allowed our students to create testimonials that shared their multiracial experience at UT Dallas. The committee also volunteered for various cultural events and aims to grow its number in the 2018-2019 academic year.

- **Multicultural Center - Welcome Back Block Party**

The Multicultural Center held its annual Welcome Back Block Party to kickoff Weeks of Welcome. This year's event was special as it pre-empted the grand opening of Northside Phase 2 and highly anticipated *7-Eleven* convenience store. The event was co-sponsored by Radio UTD, Office of Title IX Initiatives, Athletics and Auxiliary Services. Over 3,000 new and returning Comets filled Northside for fun, dancing, hot dogs, obstacle course climbing, video games, mechanical bull riding, fortune telling, picture taking and free Slurpees. It also allowed students to be educated about the partnering offices' programs and services. This sensational event brought a diverse cross-section of students spanning generations, ethnicities, classifications, majors, languages and even musical tastes. The planning team looks forward to the intersecting 5th anniversary of the Block Party and the 50th anniversary of UT Dallas next August.

- **Multicultural Center - MLK Day of Service**

In January of 2018, the Multicultural Center collaborated with the Office of Student Volunteerism to create a day of service to honor the legacy of late Civil Rights leader Dr. Martin Luther King, Jr. Held in conjunction with the National Day of Service, this event brought together Student Athletes, the Student Diversity Advisory Council, Undergraduate Success Scholars, Diversity Scholars and Terry Scholars for a “*Day on, Not a Day off.*” These One hundred and ten (110) students came together to pack 16,000 meals under the leadership of Feeding Children Everywhere, a national non-profit organization created to creating a hunger-free world. The overwhelming response to this event lead to the creation of a legacy event for the UT Dallas community.

GENERAL INFORMATION

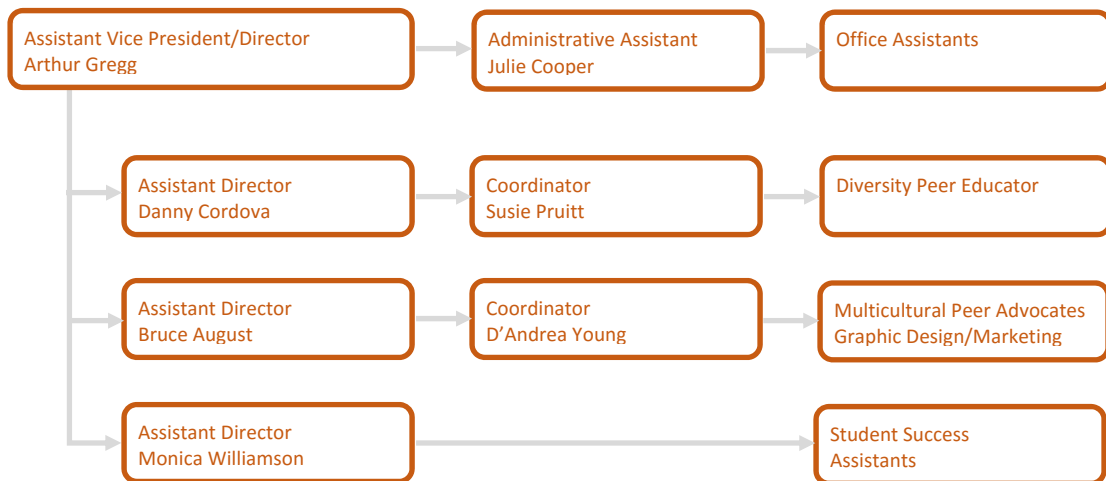
MISSION STATEMENT

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



TOTAL PROGRAMS

| Area | Programs | Attendance |
|----------------------------|------------|---------------|
| Cultural Celebrations | 33 | 10,087 |
| Diversity Education | 61 | 3,935 |
| Student Success & Outreach | 41 | 3,077 |
| Total | 135 | 17,099 |

VISITORS PROFILE

CENTER VISITS - 2 YEAR COMPARISON

| Year | 16/17 | 17/18 |
|--------------|-------|-------|
| Total Visits | 7,909 | 8,685 |

CENTER VISITS – PURPOSE

| | Study/ Computer | Relax | Conference Room | Advising |
|-------|--------------------|-------|--------------------|----------|
| Total | 4,499 | 3,687 | 141 | 574 |

COMET CUPBOARD DONATIONS

SUMMARY: 172 FOR THE YEAR

Conference room used by

| Student(s)/Student Organizations | Offices/Committees |
|--------------------------------------|---------------------------------------|
| BSA Exec meeting - 66 | International Center – 14 |
| Women in Engineering – 7 | Career Center – 8 |
| AAMAB – 3 | Education Abroad – 2 |
| Jindal Young Scholars – 8 | Student Counseling Center Meeting – 3 |
| Hispanic Leadership Banquet – 14 | Young Professionals ERG – 45 |
| Harambee Planning Committee – 7 | OA Interview – 4 |
| Asian Heritage Committee Meeting - 9 | Student Employment – 5 |
| LNY meeting – 8 | DSP – 14 |
| Africa Night Planning – 3 | Block Party – 6 |
| Juneteenth – 3 | MLK day of service – 6 |
| Chinese New Year – 9 | NPHC Advisor Meeting – 10 |
| SCOLA – 42 | MC Achievement – 4 |
| Global Chat - 2 | |
| HLB Host Practice – 4 | |
| SBSLC– 42 | |
| Asian Workshop – 6 | |
| DDLm Committee -7 | |
| Grad Student Yield - 5 | |
| Student/Parent Meeting – 3 | |
| Global Chat – 3 | |
| VP ERG – 8 | |
| BFSA – 33 | |
| C31 – 2 | |
| OPIAM & Black Congress – 4 | |
| CE –Corp Open House – 6 | |
| Minority Male Planning Meeting – 10 | |
| SACNAS panel meeting – 2 | |
| MARS mentor initiative -3 | |
| WISE – 89 | |

WEBPAGE/SOCIAL MEDIA

WEBTRENDS

Sept. 1, 2016 – Aug. 31 2017

Sept. 1, 2017 – Aug. 31, 2018

| FY2017 | | | FY2018 | | |
|----------------|--------------|---------------|---------------------|---------------|---------------|
| Page | Visits | Views | Page | Visits | Views |
| Home | 3,637 | 5,730 | Home | 3,791 | 5,387 |
| Staff | 1,265 | 1,515 | HHM | 1,291 | 1,468 |
| Events | 1,040 | 1,420 | BHM | 811 | 946 |
| Contact | 975 | 1,134 | About Us | 746 | 896 |
| Dialogues | 559 | 708 | Programs & Services | 651 | 809 |
| About Us | 495 | 674 | Diversity | 623 | 966 |
| Programs | 483 | 534 | Education | | |
| BHM | 444 | 491 | Cultural | 611 | 979 |
| Student Staff | 417 | 484 | Celebration | | |
| Operation I am | 3,637 | 5,730 | Calendar | 586 | 788 |
| | | | Our Staff | 486 | 565 |
| | | | Student Success | 457 | 651 |
| | 9,731 | 13,212 | | 10,053 | 13,455 |

FACEBOOK

| Facebook | Reach ¹ | Likes, Comments & Shares |
|----------|--------------------|--------------------------|
| Total | 115,020 | xxxx |

1- Reach is the number of people who received impressions of a Page post.

TWITTER

| Twitter | Tweets | Visits | Mentions |
|---------|--------|--------|----------|
| Total | 202 | xxxx | xxxx |

INSTAGRAM

| Instagram | Followers | Posts | Comments | Likes |
|-----------|-----------|-------|----------|-------|
| Total | 1,225 | 559 | xxxx | xxxx |

SATISFACTION SURVEY SUMMARY

| | 1 Low | 2 | 3 Average | 4 | 5 High |
|---|------------------------|---------------------|----------------------------|---------------------|-------------------------|
| How would you rate the customer service provided by the multicultural center staff | 0% | 0% | 5% | 11.67% | 83.33% |
| How valuable is the multicultural center as a resource for you at UTD | 0% | 0% | 5% | 11.67% | 83.33% |
| How would you rate your overall experience in the Multicultural center | 0% | 0% | 1.67% | 15% | 83.33% |
| Facilities | | | | | |
| | 1 Low | 2 | 3 Average | 4 | 5 High |
| Study Room | 1.69% | 3.39% | 6.78% | 23.73% | 64.41% |
| Computer Lab | 1.72% | 1.72% | 15.52% | 17.24% | 63.79.85% |
| TV Lounge | 0% | 0% | 9.43% | 7.55% | 83.07% |
| Kitchenette | 1.89% | 0% | 11.32% | 15.09% | 71.70% |
| | 1-2 times per semester | 1-2 times per month | 1-2 times per week | 1-2 times per daily | |
| How often do you visit the center? | 5% | 18.33% | 41.67% | 35% | |
| Have you ever attended any of the MC events? | Yes | No | | | |
| | 66.67% | 33.33% | | | |

CULTURAL CELEBRATIONS
Cultural events and national heritage months.

Bruce August
Assistant Director
Programs & Marketing

D'Andrea Young
Coordinator
Programs & Events

TOTAL PROGRAMS = 33
TOTAL ATTENDANCE = 10,087

CULTURAL CELEBRATIONS

PROGRAMS/ATTENDANCE - 2 YEAR COMPARISON

| Group | 16-17 | | 17-18 | |
|-------------------|-----------|-------------|-----------|--------------|
| | Programs | Attendance | Programs | Attendance |
| Af. American | 8 | 845 | 7 | 1,832 |
| Hispanic | 7 | 860 | 6 | 520 |
| Asian | 2 | 1050 | 2 | 1150 |
| European | 1 | 200 | 1 | 80 |
| Native American | 1 | 25 | 1 | 60 |
| Mixed Heritage | 5 | 70 | 4 | 85 |
| Juneteenth | 1 | 275 | 1 | 250 |
| MLK Jr. Breakfast | 1 | 240 | 2 | 460 |
| Speaker Series | 0 | 0 | 0 | 0 |
| Co-Sponsor | 4 | 1630 | 5 | 2200 |
| UTD Traditions | 5 | 3020 | 3 | 3250 |
| Total | 35 | 8215 | 33 | 10087 |

Events by Culture Group

| African-American | Attendance |
|---|------------|
| The Blackout | 100 |
| Community Conversations: Mental Health in the Black Community | 30 |
| Tell them we are rising | 10 |
| Africa Night | 150 |
| Diversity in Comics | 45 |
| Distinguished Lecture Series | 1,000 |
| The Big Dinner | 230 |

| Hispanic | Attendance |
|--|------------|
| Hispanic Heritage Month Kickoff | 250 |
| Bachata Dance Workshop | 50 |
| Reflections on Machismo Panel Discussion | 35 |
| Cumbia Dance Workshop | 50 |
| Movie Night: "Juarez" | 35 |
| Hispanic Heritage Month Celebration | 100 |

| Asian | Attendance |
|--|-------------------|
| Lunar New Year | 350 |
| Lights Across Asia: Asian Heritage Celebration | 800 |

| European | Attendance |
|-------------------------------|-------------------|
| European Heritage Celebration | 80 |

| Native American | Attendance |
|--------------------------------------|-------------------|
| Native American Heritage Celebration | 60 |

| Mixed Heritage | Attendance |
|-----------------------------|-------------------|
| Multiracial Mixer | 35 |
| Fall Multiracial Workshop | 15 |
| Spring Multiracial Workshop | 15 |
| Loving Day Commemoration | 20 |

| Juneteenth | Attendance |
|------------------------|-------------------|
| Juneteenth Celebration | 250 |

| MLK Breakfast | Attendance |
|---------------------------|-------------------|
| MLK Celebration Breakfast | 340 |
| MLK Day of Service | 120 |

| Speaker Series* | Attendance |
|---------------------------------------|-------------------|
| (data included in main event numbers) | |

| Co-Sponsor | Attendance |
|--|-------------------|
| Bangladesh Night | 1000 |
| ASU Masquerade Charity Ball | 150 |
| Cosmic Image | 400 |
| TCAC Miss Black & Gold Scholarship Pageant | 150 |
| Black Panther Presentation | 500 |

| UTD Traditions | Attendance |
|--------------------------|-------------------|
| Welcome Back Block Party | 3000 |
| Homecoming Tailgating | 50 |
| Holiday Tree Lighting | - |
| Breakfast Bonanza | 200 |
| Poetry Jam | 230 |

CULTURAL CELEBRATIONS EVENT SUMMARIES

Event Summaries:

African-American Programs

Title: Black History Month Kickoff: The Blackout

Attendance: 100

Objective: To celebrate the beginning of Black History Month, educate students of its' significance and get the campus excited about all of the upcoming events for the month.

Event Summary: This event was the official kickoff event for our Black History month celebration. Several cultural student organizations hosted interactive booth activities centered on Black culture. The program entailed a Kahoot trivia game that polled the audience on Black history facts. Musical entertainment was provided by a DJ and traditional Jamaican cuisine was served.

Title: Community Conversations: Blacktivism and Mental Health

Attendance: 30

Objective: To host a panel discussion on current events affecting the African-American community and ultimately, the UT Dallas student community.

Event Summary: This event included a panel discussion on mental health and wellness in the Black community. Several panelists were hand-selected to share their insight and experiences on attitudes towards mental health and professional counseling. The aspect of serving the community through activism and the importance of mental health and wellness within the Black community was the core concept. The program ended with a networking mixer that allowed students to be able to connect with attendees and guest panelists.

Title: BHM Movie Screening: *Tell Them We are Rising: The Story of Black Colleges & Universities*

Attendance: 10

Objective: To provide students with an interactive history lesson on establishment of HBCUs and their significance in Black History and higher education.

Event Summary: The Multicultural Center hosted a movie night featuring, *Tell Them We Are Rising: The Story of Black Colleges and Universities*, which examines the impact Historically Black Colleges, and Universities (HBCUs) have had on American history, culture, and national identity. An intimate group discussion followed the movie premiere.

Title: Talk Nerdy To Me: Diversity in Comics

Attendance: 45

Objective: To shed light on the topic of diversity in comics and provide students with an opportunity to learn about the process of designing media in comic books.

Event Summary: This event was hosted in collaboration with SUAAB. We invited comic design artist, Khalid Robertson, to discuss diversity in the comic book industry and the creative process in designing comic books.

Title: Africa Night**Attendance: 250****Objective:** To highlight the rich African culture represented in different regions of Africa and locally in the UT Dallas student body.**Event Summary:** An annual event during Black History month, Africa Night was a celebration of African culture from the various African Countries. Student organizations (African Student Union, Nigerian Student Association and the Habesha Student Union) were able to perform, represent their country by proudly bearing their flags in a flag show, and showcase the amazing talent and culture of wearing traditional wear in a fashion show. A traditional African meal was provided as well.**Title: Distinguished Lecture Series with Margot Lee Shetterly: "Unsung Heroes of Race, Gender, Science and Innovation"****Attendance: 1,000****Objective:** To raise awareness of the stories of the unsung heroes within NASA that are prominent figures within American history.**Event Summary:** This event was in collaboration with several offices on campus, including the Office of the President. Margot Lee Shetterly, author of the book *Hidden Figures*, was invited to campus to discuss her experience growing up around NASA and the inspiration behind the women she highlighted in her book. Prior to the lecture, 15 of our African-American female student leaders were afforded the opportunity to meet and discuss college life with Ms. Shetterly.**Title: The Big Dinner-African-American Heritage Celebration****Attendance: 250****Objective:** Celebrate Black History Month with an educational, family-style dinner.**Event Summary:** The Big Dinner is the annual penultimate Black History Month celebration hosted by the Multicultural Center. The event serves to highlight the events held during Black History Month and the organizations, and departments work in making it happen. This year's event featured Taylor Toynes as a keynote speaker. Toynes spoke on the importance of community service as a form of activism. A traditional soul food dinner catered by Sweet Georgia Brown Barbecue was served.**Hispanic Programs****Title: Hispanic Heritage Kick Off****Attendance: 250****Objective:** To celebrate the beginning of Hispanic Heritage Month and get the campus excited about all of the upcoming events for the month.**Event Summary:** The kick off was be a high-energy event that included multiple aspects to get the campus excited about what's in store for Hispanic Heritage Month. Latinx student organizations coordinated booths where they had various cultural games and activities participants could enjoy. There was a live mariachi band and dance performances by professional dancers from Alpha Midway Dance Studio.

Title: Bachata Dance Workshop**Attendance: 50****Objective:** To provide an opportunity for attendees to learn the art of Bachata dance.**Event Summary:** The Bachata dance workshop was one of two hands-on dance workshops that highlighted a popular dance style in Latin culture. The workshop contained a professional dance instructor that provided attendees with both a substantive history and introductory dance lesson on the origins of Bachata.**Title: Reflections on Machismo: Negotiating Traditional Masculinities****Attendance: 35****Objective:** To explore the concept of machismo and its impact on the Latinx community in an educational and informative setting.**Event Summary:** This event entailed a panel discussion of a diverse group of Latinx panelists that examined the concept of machismo in the Hispanic community. Panelists were asked a series of questions dealing with their experiences with machismo and the implications it has had on male-identity formation. A question and answer portion followed the panel discussion where audience members were able to ask questions as well.**Title: Cumbia Dance Work Shop****Attendance: 50****Objective:** To provide an opportunity for attendees to learn the art of Cumbia dance.**Event Summary:** The Cumbia workshop was the second event of its kind that we hosted for Hispanic Heritage Month. The workshop contained a professional dance instructor that provided attendees with both a substantive history and introductory dance lesson on the origins of Cumbia.**Title: Movie Night: “*Juarez: The City Where Women Are Disposable*”****Attendance: 35****Objective:** To raise awareness of the struggles women in Mexico face.**Event Summary:** This program was a movie screening in partnership with the Center for Latin-America Studies. The 2007 documentary, *Juarez: The City Where Women Are Disposable* was shown. The film follows the director, Alex Flores, as she investigates the high number of women who have been slain unexplainably in the city of Juarez. After watching the film, there was a question and answer discussion with the director where she shared more insights on her work.**Title: Hispanic Heritage Celebration****Attendance: 100****Objective:** To highlight the vast diversity within the Latinx community and rich cultures present on UT Dallas' campus.**Event Summary:** This event was the conclusion of our Hispanic Heritage Month celebration. The night included, a talent show highlighting student performances representing various Latinx organizations, an educational flag show representing different Latin countries, a live Mariachi band performance and traditional Latin cuisine.

Title: Dia de los Muertos Celebration**Attendance: 150****Objective:** To support the Latinx student organizations in coming together to honor those that have passed in a memorable way.**Event Summary:** During the Dia de Los Muertos celebration this year we honored the life of deceased loved ones by creating an altar in their memory. Latinx student organizations hosted various booth with activities (i.e. face painting, creating flower crowns, etc.) and informational activities that educated attendees on the significance of the holiday and its common traditions that are observed. Attendees received a passport that encouraged them to visit each booth. We had a traditional Mariachi band as musical entertainment.**Title: Cinco De Mayo Recognition****Attendance: 250****Objective:** To educate the UT Dallas campus community on the history & cultural significance of Cinco De Mayo.**Event Summary:** The organizations of La Fe, LULAC, SLG, SHPE, SPYCD, ODPHI, MASA and SLA came together to organize the annual Cinco de Mayo Recognition for 2018. SPYCD, MASA and SLA had their own tables for their booth activity. This year's Cinco De Mayo was focused on informing guests of cultural misnomers and appropriate truths regarding them. Our cultural performer for the afternoon was Alma Folklorico, an after-school non-profit organization that works with primary and secondary Dallas ISD students.**Multiracial Programs****Title: Multiracial Mixer****Attendance: 35****Objective:** To foster an environment for multiracial students to connect with one another and learn about the programs and services offered to the community within the Multicultural Center.**Event Summary:** The Multiracial Mixer was the first program of the year to engage the multiracial community on campus. We began the program with introductions based of components of students and their identities using our ice cream and toppings bar. We then did a brief presentation on the Multicultural Center detailing services we offer, statistics about the multiracial community at UTD, and our vision for programming.**Title: Multiracial Fall Workshop****Attendance: 15****Objective:** To foster an environment for multiracial students to have a dynamic dialogue on identity development being multiracial.**Event Summary:** The Multiracial Workshop was a program that encouraged small group discussions and identity exploration and development for multiracial students. This event was also open to those individuals that wanted to learn more about the multiracial experience. The workshop began with a thought-provoking group activity that allowed attendees to share their unique experiences and then transitioned to smaller group discussions "unconference style" centered on four discussion topics: interracial dating, family upbringing, identity, and pop culture references.

Title: Mixed Roots: Stories of Being Multiracial Spring Workshop**Attendance: 15****Objective:** To provide multiracial students with the opportunity to connect with a staff member on campus who identifies in the same way they do.**Event Summary:** This event was the spring multiracial workshop that invited multiracial students to learn more about themselves as guest speaker, Jacqueline Prince, shared her coming of age story as a biracial young girl growing up in California. Attendees were encouraged to share their experiences and family upbringing through a facilitated discussion. The Bill of Rights for People of Mixed Heritage were also introduced.**Title: For the Love of Loving Day Commemoration****Attendance: 20****Objective:** To shed light on the landmark Loving vs. Virginia Supreme Court case and its impact on society today.**Event Summary:** This event was the first time we decided to commemorate Loving Day, the annual celebration held to commemorate the anniversary of the landmark 1967 Supreme Court case that struck down anti-interracial marriage laws in the US. We reserved a booth in upper level of the student union and created a trail mix bar and handed out information on the Loving vs. Virginia court case. Students on the Multiracial Advisory Committee interacted with individuals that passed by the booth with a trivia game.**Native American Heritage Programs****Title: Native American Heritage Celebration****Attendance: 60****Objective:** To highlight various aspects of Native American culture in celebration of National Native American Heritage Month.**Event Summary:** The Native American Heritage Celebration was a celebration of the history, culture, and contributions of Native Americans. The event showcased the world-renown Anoli Dance Troupe that provided attendees with a mix of breathtaking cultural performances and significant history of various Native American tribes.**Asian-American Heritage Programs****Title: Lunar New Year Celebration****Attendance: 350****Objective:** To celebrate the arrival of new moon and the subsequent festivals in China, Taiwan, Vietnam, Japanese, Korea and other countries.**Event Summary:** This event was in collaboration with several Asian student organizations and two departments to plan the Lunar New Year Celebration this year. The event consisted of student performances, a fashion show, and a professional martial arts and lion dance show to highlight Asian culture. Attendees could play the activities coordinated by the student organizations and receive giveaways and favors. Traditional Asian cuisine was catered by Pho Qe Hong.

Title: Asian Heritage Celebration**Attendance: 700****Objective:** To increase awareness of Asian culture and celebrate the traditional Chinese New Year holiday.**Event Summary:** Wonders of Asia: Asian Heritage Celebration was our annual festival hosted in conjunction with JSA, CSA, FSA, VSA, Hallyu Wave, ISA, BSO, and PSA to celebrate Asian Heritage Month. Each student org had a booth that decorated in a specific landmark theme related to their culture and country (i.e. Shaheed Minar, Great Wall of China, etc.). At each booth attendees were able to play traditional games representative of each country. Dallas Kiyari Daiko, a traditional Japanese drummer group, opened up our event for us with multiple drum performances. CSA, JSA, HW, and BSO did performances to show case the culture and trends of their countries. A fashion show was also done to showcase the diverse, beautiful clothing customs of the countries.**European Heritage Programs****Title: European Heritage Celebration****Attendance: 80****Objective:** To highlight various aspects of European culture and traditions.**Event Summary:** The European Heritage Celebration this year featured an interactive and educational dance performance by the Jagoda Polish Folk Dance Ensemble. Celebrating 100 years of Poland's independence, the performance group was able to share about the rich cultures of Polish traditions such as cultural dances, traditional attire, and authentic Polish food.**Events Summaries: Single Events****Title: Juneteenth Celebration****Attendance: 250****Objective:** To commemorate the oldest celebration acknowledging the ending of slavery in the United States.**Summary:** The theme for the 2018 Juneteenth event was "A Celebration of Freedom". This theme, was selected in response to the many socioeconomic and political freedoms that were being denied to American citizens at the time. The event included a live band performance, a reading of the Emancipation Proclamation of 1863, the Annual Staff Bake-off, and a catered meal. Student learning was achieved by using Kahoot to host a trivia contest about Juneteenth; winners were awarded prizes.**Recommendations:** Incorporate more educational information in marketing and around the event space.

Title: Dr. Martin Luther King Jr. Day of Service

Attendance: 120

Objective: To strengthen communities, bridge barriers, create solutions to social problems, and move us closer to Dr. King's vision of a "Beloved Community."

Summary: – In January of 2018, the Multicultural Center collaborated with the Office of Student Volunteerism to create a day of service to honor the legacy of late Civil Rights leader Dr. Martin Luther King, Jr. Held in conjunction with the National Day of Service, this event brought together Student Athletes, the Student Diversity Advisory Council, Undergraduate Success Scholars, Diversity Scholars and Terry Scholars for a “Day on, Not a Day off.” One hundred and twenty (120) students came together to pack 16,000 meals under the leadership of Feeding Children Everywhere, a national non-profit organization created to creating a hunger-free world. The overwhelming response to this event lead to the creation of a legacy event for the UT Dallas community.

Title: Martin Luther King Jr. Celebration Breakfast

Attendance: 340

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: Nearly 50 years after Dr. Martin Luther King Jr.'s death, students, faculty and staff honored the civil rights leader at an annual UT Dallas event featuring music, art, speakers and a challenge to respond to King's call to service. “Each of us will be given opportunities to accept the challenge of leadership. The question is this: What will you do with what you're learning here to make the world a better place?” said keynote speaker the Rev. Frances Cudjoe Waters, a United Methodist pastor and entrepreneur, who chairs Dallas Mayor Mike Rawlings' task force on Confederate monuments.

The Martin Luther King Jr. Celebration Breakfast also included a video highlighting the University's first MLK Jr. Day of Service in which 100 students and volunteers packed 16,000 meals for people in need. Maya Hook BA'17 played guitar and sang “Amazing Grace,” and Dallas artist Abel Garcia painted a portrait of King. Other speakers at the event included Dr. Hobson Wildenthal, executive vice president and Cecil H. Green Distinguished Chair of Academic Leadership; Dr. George Fair, vice president of Diversity and Community Engagement and dean of the School of Interdisciplinary Studies; and master of ceremonies Arthur Gregg, assistant vice president for multicultural affairs and director of the Multicultural Center. The breakfast, held Jan. 18 at the new Davidson-Gundy Alumni Center, was co-sponsored by the Multicultural Center, Student Union Activities and Advisory Board and the Office of Diversity and Community Engagement.

Recommendations: Continue to utilize students in our programming efforts. Add extra drink stations for attendees.

Title: Welcome Back Block Party

Attendance: 3,000

Objectives:

- Students will be able to identify and utilize resources to excel academically and develop personally.
- Students will be able to create community and discover resources to function in a diverse workforce and global society.

Summary: The UT Dallas Multicultural Center, Office of Title IX Initiatives, Auxiliary Services, Athletics and Radio UTD teamed up to throw the third annual Welcome Back Block Party. The program held plenty of dancing, prizes, various activities, hot dogs, shaved ice and slurpees. The Multicultural Center could not think of a better way to kick off the start of the semester. Our event displayed two different professional DJs (& DJ Juice) over the two-hour span. The students danced, laughed and cheered the night away. This year's program marked the expansion of the Northside Complex into its second phase and the opening of the closing 7-Eleven convenience store to campus. Amenities included mechanical bull, inflatable obstacle course, Karaoke at American Tap Room, a video gaming truck, fortune telling, the UTD Athletic Tailgating Box and electronic assessments. The event also served a four-fold purpose of bringing diverse students together, reminding students to stop sexual assault, introducing new student athletes to the student body and learning about the various services and learning opportunities provided by the various departments in attendance.

Recommendations: Opening the event space earlier, improving the ticketing process, add more learning opportunities about vendors and UTD services offered to students, Start the marketing process earlier to departments and possible sponsors, create sturdier and professional signage for the various activities. Add more lighting to the north side of the complex for amenities near the phase III development area.



SUCCESS AND OUTREACH

Comprehensive programming, leadership development, and academic coaching for students from underrepresented communities.

Monica Williamson
Assistant Director
Student Success & Outreach

TOTAL PROGRAMS: 41
TOTAL ATTENDANCE: 3,077

SUCCESS AND OUTREACH

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

UNIVERSITY DATA

| Retention (FY12-13) | White | Asian | Hispanic | Black |
|---|-------|-------|----------|-------|
| All | 82% | 88% | 81% | 77% |
| FTIC | 84% | 92% | 84% | 81% |
| Less Graduated students | | | | |
| Grad. Rate FTIC | White | Asian | Hispanic | Black |
| 4 Yr. | 49% | 57% | 39% | 32% |
| | 670 | 395 | 141 | 83 |
| 5 Yr. | 63% | 74% | 53% | 44% |
| | 422 | 292 | 74 | 36 |
| F08 Cohort – 5yr S13, National Average: 60%-70%, UTD Average: 65% | | | | |

Total Programs: 29

Attendance: 874

| Program | 16-17 | | 17-18 | |
|--|-----------|------------|-----------|------------|
| | Programs | Attendance | Programs | Attendance |
| Operation I Am: Black Student Leadership Weekend | 1 | 60 | 1 | 92 |
| VOICES: Hispanic Student Leadership Weekend | 1 | 40 | 1 | 65 |
| Diversity Scholarship Program: Fall Orientation | 1 | 80 | 1 | 67 |
| Diversity Scholarship Program: Monthly Suppers/Workshops | 8 | 70 | 7 | 63 |
| Women In Social Engagement | 6 | 15 | 12 | 42 |
| Southwestern Black Student Leadership Conference (SBSLC) | 1 | 15 | 1 | 32 |
| Student Conference on Latino Affairs (SCOLA) | 1 | 17 | 1 | 44 |
| Diversity Scholarship Program: End of the Year Banquet | 1 | 78 | 1 | 75 |
| Harambee Dinner & Awards | 1 | 70 | 1 | 111 |
| Hispanic Leadership Banquet | 1 | 78 | 1 | 91 |
| Multicultural Achievement Ceremony | -- | -- | 1 | 150 |
| MC Student Leaders Retreat | 1 | 48 | 1 | 43 |
| Total | 23 | 582 | 29 | 874 |

URM RETENTION PROGRAM SUMMARIES

AFRICAN AMERICAN PROGRAMS

Student Organizations

BSA: Black Student Alliance
Black Congress
NSBE: National Society of Black Engineers
ASU: African Student Union
NSA: Nigerian Student Association
HSU: Habesha Student Union
MAPS: Minority Association of Pre-Medical Students
Kurlfriends
AKA: Alpha Kappa Alpha Sorority, Incorporated
ΑΦΑ: Alpha Phi Alpha Fraternity, Incorporated
ΔΣΘ: Delta Sigma Theta Sorority, Incorporated
ΣΓΡ: Sigma Gamma Rho Sorority, Incorporated
NPHC: National Pan-Hellenic Council

Operation I AM: Black Student Leadership Weekend 2017

91 students attending

Operation I AM 2017 kicked off on Friday, September 8th during the third week of school. Day one of the program serves as a community building and event evening to kick off the leadership programs that will follow on day 2. Program marketing and advertisement targeted new and returning African and African American undergraduate students through UTD emails, social media, campus media, African and African American student organizations along with outreach with the Undergraduate Success Scholars program within the Office of Undergraduate Education and to members of the African American Student Success Taskforce. New and returning students participated in Saturday's (Day 2) program of workshops, activities, speakers and corporate informational sessions. From the evaluations and recommendations from the year prior, we added the two-day program style back into the program. Our goal was to improve the activity provided to kick off the program to encourage students to attend the second day of programs. With support from the African American Student Success Task Force and the Student Success Assistants, the Amazing Comet Race was created to promote community, teamwork, and education of academic resources.

During the second day of Operation I Am, students participated in breakout sessions and general sessions from the Office of Graduate Studies, Career Center, presentations from the Student Counseling Center, and a current student panel to provide new students with advice and information for student success at UT Dallas. Team building activities were intentionally built into the day's programming in order to encourage positive peer interaction and create an environment to foster new relationships.

Overall, the Operation I AM 2017 was well received. The student participant feedback was positive and helpful for improvements on next year's program. Evaluations did confirmed the addition of day one back into the tradition of the program.

Women in Social Engagement, Discussion Group

42 UTD students participated

Women In Social Engagement (WISE) is a women of color discussion group developed as a collaborative effort from the Student Counseling Center and the Multicultural Center. The WISE 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 and HER Space, co-sponsored with the Student Counseling Center, WISE was created to continue that safe space for all URM women on campus. WISE offered students multiple opportunities to meet with members of the Multicultural Center and the Student Counseling Center and speak to issues important to them. As the program has grown, students shared via the evaluations additional topics they would like to explore and additional time. We have added more sessions each semester to accommodate the growth in interest to the discussion group

Southwest Black Student Leadership Conference 2018

32 UTD students participated

The 2018 Southwest Black Student Leadership Conference was held on the Texas A&M University-College Station campus in January. The conference celebrated its 30th year as a conference led and facilitated by students from Texas A&M University. Overall, it was a well-attended conference with over 800 African American undergraduate and graduate students from Texas and surrounding states. This year UT-Dallas was represented by 32 African, African American and Hispanic student leaders from the African Student Union, Black Student Alliance, National Society of Black Engineers, ODCE Diversity Scholarship Program, Student Success Assistants, and Undergraduate Success Scholars (USS) program. This is a 88% increase in student participation with this conference. This year, 12 UT Dallas student leaders applied and 11 were selected to participate in the Advance Leadership Institute for a more extensive leadership program. With the growth in Advance Leadership Institute (A.L.I) participation, three students also represented UT Dallas for the third year in the A.L.I Oratorical contest. This year Annette Addo-Yobo, sophomore Psychology major and Student Success Assistant finished in first place within the competition. Delia Appiah-Mensah, junior Biomedical Engineer, finished as runner up within the competition. Both winners were recognized and received a monetary prizes, and Annette received the opportunity to introduce the conference's keynote speaker, Amanda Seale.

Throughout the course of the conference, UTD students attended interactive workshops on leadership development, group dynamics, and career exploration. While many of our students were inspired to return back to campus to improve student organizations and build new groups with political and social justice aims. Upon return from the conference, the Black Congress was created and established as a recognized student organization by the Student Organization Center.

The Southwestern Black Student Leadership Conference also served as an opportunity for UTD students to interact with African and African American students from diverse regions, institutions and experiences in an effort to share their campus experiences, and learn from other like-minded peers.

Harambee Dinner and Awards 2018

91 UTD students & student leaders participated

The Harambee Dinner and Awards is an annual co-sponsored End-of-Year banquet to recognize the academic achievements, campus involvement, and leadership excellence of African and African American students from the Black Student Alliance, National Pan-Hellenic Council Greek organizations, National Society of Black Engineers, Kurlfriends, African Student Union and other African and African American student groups that have worked with the Multicultural Center. Student leaders from each of these organizations and groups also participated in a planning committee chaired by a Student Success Assistant to develop the program, theme, marketing campaign, and over production of this years' Harambee Dinner & Awards celebration.

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.

Multicultural Achievement Ceremony 2018

100 UTD students, 3 UTD departments participated

On the evening of May 7th in the Student Services Addition auditorium, the first ever Multicultural Achievement Ceremony. The Multicultural Achievement ceremony recognized just over 100 graduating seniors representing the class of 2018. The goal of the program is to uplift and celebrate the academic achievements of underrepresented minority students at UT Dallas. This ceremony included the Undergraduate Success Scholars from the Office of Undergraduate Education, the Diversity Scholars Program within the Department of Community Engagement, and cultural student groups supported by the Multicultural Center made up the honorees. Dr. Manuel Quevedo-Lopez, Professor of Materials Science and Engineering, Electrical Engineering, Chemistry and Physics and President of the Latino Faculty and Staff Association (Employee Resource Group) was the evenings keynote speaker. Within his address, Dr. Quevedo- Lopez spoke about embracing and remembering culture even as student move forward in their lives. As a token of appreciation of their hard work and dedication to UT Dallas and the Multicultural Center, each senior recognized was presented with a ceremonial stole or cord that they were encouraged to wear during their commencement.

MC Leaders' Retreat 2018

9 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 and groups that support URM students. Officers from the UTD African Student Union, Black Student Alliance, Black Congress, Habesha Student Union, Alpha Phi Alpha, Fraternity Inc., Delta Sigma Theta Sorority, Inc., Alpha Kappa Alpha Sorority, Incorporated, Kurlfriends, the Minority Association for Pre-Medical Students and the Multicultural Council organizations participated in this one day on campus retreat, totaling 43 students. During the retreat, participants completed activities and exercises that focused on organization management, vision and core value development, and leadership styles. 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.

URM RETENTION: HISPANIC PROGRAM SUMMARIES

Student Organizations

ALPHA: Association of Latin Professionals of America

LULAC: League of United Latin American Citizens

SACNAS: Society for the Advancement of Hispanic/Chicanos and Native Americans in Science

SPYCD: Stop Pretending You Can't Dance

SHPE: Society of Hispanic Professional Engineers

MASA: Mexican American Student Association

MAPS: Minority Association of Pre-Medical Students

Multicultural Greek Council

ΩΔΦ: Omega Delta Phi Fraternity, Incorporated.

ΣΛΑ: Sigma Lambda Alpha Sorority, Incorporated.

ΣΛΓ: Sigma Lambda Gamma National Sorority, Incorporated.

ΚΔΧ: Kappa Delta Chi Sorority, Incorporated.

ΛΘΦ: Lambda Theta Phi Latin Fraternity, Incorporated

VOICES: Hispanic Student Leadership Weekend 2017

65 UTD students attending

VOICES: Hispanic Leadership Weekend is a program within Hispanic Heritage Month celebrations. It is a two-day program, with day one designed as a family game night and day two is Leadership Day. Day one kicked off on Friday, October 6th during the seventh week of school. Program marketing and advertisement targeted new and returning Hispanic and Latinx undergraduate students through UTD emails, social media, campus media, Latinx and Hispanic student organizations along with outreach with the Undergraduate Success Scholars program within the Office of Undergraduate Education and to members of the Latinx Student Success Network.

New and returning students participated in Saturday's (Day 2) program of workshops, activities, speakers and corporate informational sessions. Adan Gonzalez, Founder and Executive Director of the Puede Network was our keynote speaker. Students also experienced breakout sessions and general sessions from the Center for US-Latin American Institution, Career Center, Student Counseling Center, and Student Success Center provide new students with advice and information for student success at UT Dallas. Team building activities were intentionally built into the day's programming in order to encourage positive peer interaction and create an environment to foster new relationships.

Overall, VOICES 2017 is newer growing program that has been well received by its participants. The student participant feedback was positive and helpful for improvements on next year's program.

Women in Social Engagement, Discussion Group

42 UTD students participated

Women in Social Engagement (WISE) is a women of color discussion group developed as a collaborative effort from the Student Counseling Center and the Multicultural Center. The WISE 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 and HER Space, co-sponsored with the Student Counseling Center, WISE was created to continue that safe space for all URM women on campus. WISE offered students multiple opportunities to meet with members of the Multicultural Center and the Student Counseling Center and speak to issues important to them. As the program has grown, students shared via the evaluations additional topics they would like to explore and additional time. We have added more sessions each semester to accommodate the growth in interest to the discussion group.

Student Conference on Latinx Affairs (SCOLA) 2018

44 UTD students participated

The Student Conference on Latinx Affairs was held April 5th -8th at Texas A&M University in College Station Texas. This year's theme for the conference was 'Influential Voices: Shaping Perspective through Representation', 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 Latinx and Hispanic students, share their campus experiences, and learn from other like-minded peers. To attend SCOLA, students had to complete an application with a resume attached and attend a pre-travel meeting. This year UT-Dallas was represented by 44 Latinx, Hispanic and African American student leaders from the Mexican American Student Association, League of United Latin American Citizens (LULAC), Sigma Lambda Gamma Sorority, Incorporated, Society of Hispanic Professional Engineers, Kappa Delta Chi Sorority, Incorporated, Lambda Theta Phi Latin Fraternity, Incorporated, Minority Association for Pre-Medical Students, ODCE Diversity Scholars Program, Student Success Assistants, and Undergraduate Success Scholars (USS) program. This is a 123% increase in student participation with this conference. 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.

Hispanic Leadership Banquet (HLB) 2018

111 UTD students & student leaders participated

The Hispanic Leadership Banquet was held on Saturday, April 21st in the Galaxy Rooms of the student union. This year we had 9 Hispanic and Latinx student organizations, the Latinx Student Success Network, and other UTD students and staff members attend the banquet. Student leaders from each of these organizations and groups also participated in a planning committee, chaired by a Student Success Assistant to develop the program, theme, marketing campaign, and over production of this years' Hispanic Leadership Banquet celebration.

Each of the participating student organizations had the opportunity to recognize individual efforts of its members, as well as, their new executive board for the upcoming school year.

Multicultural Achievement Ceremony 2018

100 UTD students, 3 UTD departments participated

On the evening of May 7th in the Student Services Addition auditorium, the first ever Multicultural Achievement Ceremony. The Multicultural Achievement ceremony recognized just over 100 graduating seniors representing the class of 2018. The goal of the program is to uplift and celebrate the academic achievements of underrepresented minority students at UT Dallas. This ceremony included the Undergraduate Success Scholars from the Office of Undergraduate Education, the Diversity Scholars Program within the Department of Community Engagement, and cultural student groups supported by the Multicultural Center made up the honorees. Dr. Manuel Quevedo-Lopez, Professor of Materials Science and Engineering, Electrical Engineering, Chemistry and Physics and President of the Latino Faculty and Staff Association (Employee Resource Group) was the evenings keynote speaker. Within his address, Dr. Quevedo- Lopez spoke about embracing and remembering culture even as student move forward in their lives.

As a token of appreciation of their hard work and dedication to UT Dallas and the Multicultural Center, each senior recognized was presented with a ceremonial stole or cord that they were encouraged to wear during their commencement.

MC Leaders' Retreat 2018

7 UTD Hispanic and Latinx 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, League of United Latin American Citizens (LULAC), Sigma Lambda Gamma Sorority, Incorporated, Society of Hispanic Professional Engineers, Kappa Delta Chi Sorority, Incorporated, Lambda Theta Phi, Latin Fraternity, Incorporated, and Minority Association for Pre-Medical Students participated in this one day on campus retreat, totaling 19 students. During the retreat, participants completed activities and exercises that focused on leadership roles and development, team building, and goal/vision development for their respective student organizations. 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.

URM RETENTION: GENERAL PROGRAMS SUMMARIES

Diversity Scholars Program, 8th Year Review

Cohort 8 welcomed 20 UTD students, 78 total Diversity Scholars Program participants

The Diversity Scholars 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 Scholars 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 78. This number includes Cohort V with 22 returning students, Cohort VI consisting of 17, Cohort VII consisting of 19, and Cohort VIII consisting of 20 students. We had 29 Diversity Scholars to graduate 2017-18.

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 \$5000 scholarship award per student for up to 8 semesters
- Scholarship Program fall & spring 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

RETENTION: LEADERSHIP, TRAINING & DEVELOPMENT (STUDENTS)

African-American

Southwestern Black Student Leadership Conference (SBSLC), College Station, Texas

(32 UT Dallas students, 3 staff members)

Annette Addo-Yobo, Elizabeth Ademuwagun, Delia Appiah-Mensah, Koffi Ashorgbor, Ogheneruona Eruvwetere, Jean Smith Celiscar, Alex Charles, Joceylin Duarte, Eliud Fasil, Vanlexus Franks, Mariah Mackey, Sean Muriithi, Karl Ngantcha-Mbagna, Trevor Pantillion, Sakari Spivey, Dairon Turner, LaQuavia Carter, Gloria Okereke, Venisha Harmon, Vivian Akanno, Vinetra Grigsby, Solomon Lewis III, Olamide Olajubutu, Naomi Burnette, Lawson Lawson, Michelle Onuoha, Kashawn Stafford, Josephine Owolabi, Jason Hutchinson, Fiona Ajayi, Edrianna Norment, Alexis Idjagboro

Student Organizations Represented at MC Leaders Retreat

UTD African Student Union, Black Student Alliance, Black Congress, Habesha Student Union, Alpha Phi Alpha, Fraternity Inc., Delta Sigma Theta Sorority, Inc., Alpha Kappa Alpha Sorority, Incorporated, Kurlfriends, the Minority Association for Pre-Medical Students

Hispanic

Student Conference on Latinx Affairs (SCOLA), College Station, Texas:

(44 UT Dallas students, 3 staff members)

Ernesto Banuelos, Alan De La Torre, Jimmy Farias, Leslie Garza, Eduardo Hernandez, Tanya Martinez, Cintia Martinez, Raymond Mata, Diego Narvaez, Alvaro Rodriguez, Diana Sagrero, Brandon Salazar, Angelica Sanjuan, Melodie Saucedo, Maria Sosa, Jennifer Torres, Jose Vargas, Joceylin Duarte, Alexis Bernal, Ociel Vazquez, Vitor Valenca, Maria Cruz, Martha Bridges, Pablo Reyes, Andrew Mohammed, Rolando Perez, Sergio Alvarado, Brian Torres, Elrick Reyes, Mirella Velazquez, Stephanie Hernandez, Melisa Aguilar, Irasema Lopez, Arelly Jasso, Katryna Kustwan, Yarely Zepeda, Daniel Gavin, Jordan Gallegos, Kristel Usin, Samantha Benitez, Gabriel Villarreal, Diana Garcia, Gabriel Barron

Student Organizations Represented at MC Leaders Retreat

Mexican American Student Association, League of United Latin American Citizens (LULAC), Sigma Lambda Alpha Sorority, Incorporated, Sigma Lambda Gamma National Sorority, Incorporated, Society of Hispanic Professional Engineers, and the Association of Latino Professionals for America, and the Minority Association for Pre-Medical Students

Asian

Student Organizations Represented at MC Leaders Retreat

Indian Student Association, Bangladeshi Student Organization, Intercultural Women's Society, Chinese Student Association



DIVERSITY EDUCATION

Danny Cordova
Assistant Director
Diversity Education

Susie (Azucena) Pruitt
Coordinator
Diversity Education

TOTAL PROGRAMS: 61
TOTAL ATTENDANCE: 3,935

DIVERSITY EDUCATION

| Campus Programs | Type | Sessions | Attendance |
|------------------------------|-----------------------------------|-----------------|-------------------|
| Diversity Poetry Jam (Fall) | Campus Event | 1 | 230 |
| Diversity Dialogues (Fall) | Campus Event | 1 | 50 |
| Diversity Dialogues (Spring) | Campus Event | 1 | 56 |
| Diversity Dialogues (Summer) | Campus Event | 1 | 47 |
| Microaggressions | Spring Workshop Series | 1 | 2 |
| Implicit Bias | Spring Workshop Series | 1 | 31 |
| Understanding Islam | Spring Workshop Series | 1 | 24 |
| Social Media & Diversity | Spring Workshop Series | 1 | 15 |
| Intercultural Communication | Spring Workshop Series | 1 | 59 |
| | | 9 | 514 |
| Presentations | Group | Sessions | Attendance |
| Diversity 101 | Freshman First Year Seminar | 14 | 428 |
| Race/Ethnicity & Identity | Und. Success Scholars | 1 | 40 |
| Cultural Identity | Und. Education Mentors | 1 | 70 |
| Diversity Dialogues | Diversity Scholars (DSP) | 1 | 18 |
| Diversity 101 | LUNAR Student Organization Center | 1 | 11 |
| Cultural Transitions | Comet Camp | 4 | 326 |
| | | 22 | 893 |
| Workshops/Training | Group | Sessions | Attendance |
| Diversity 101 | ECS Advisors | 1 | 9 |
| Diversity 101 | FYLS Undergraduate Education | 4 | 62 |
| Diversity 101 | SWAT Transfer Student Services | 1 | 4 |
| Diversity 101 | STARS Visitors Center | 1 | 10 |
| Encouraging Civility | PAs ResLife | 2 | 90 |
| Microaggressions | Callier Center | 2 | 30 |
| Unconscious Bias | Callier Center | 2 | 50 |
| | | 13 | 255 |

DIVERSITY EDUCATION

| Student Organizations | Group | Sessions | Attendance |
|-------------------------------|------------------------------|-----------------|-------------------|
| Diversity Dialogues | Filipino Student Association | 1 | 110 |
| Partnership Programs | | | |
| Partnership Programs | Group | Sessions | Attendance |
| Dallas Dinner Tables | Community Engagement | 1 | 10 |
| CDI Fall Kickoff (BaFa BaFa) | LLC | 1 | 30 |
| CDI Spring Kickoff (BaFaBaFa) | LLC | 1 | 30 |
| Global Leadership Retreat | Leadership | 1 | 63 |
| | | 4 | 133 |

E-learning Diversity 101 Online Module

| Diversity Education Module | Count | Completed | Completion Rate |
|-----------------------------------|--------------|------------------|------------------------|
| Student Employees | 2,469 | 1,801 | 73% |
| Living Learning Community | 675 | 181 | 27% |
| | 3,144 | 1,982 | 63% |

DIVERSITY EDUCATION

FRESHMAN FIRST YEAR SEMINAR DIVERSITY 101 PRESENTATION

There are an estimated 118 first year seminar courses. The diversity education initiative reached a total of **81** classrooms and a total of **2,879** freshman students.

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.

Goals

- 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.

Objectives

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

Class presentations by Multicultural Center staff: 14

Total attendance: 428

Diversity 101 training presentations (FYL's & ECS advisors): 5

Total attendance: 71

Class presentations by First Year Leaders (FYLs): 43

Total attendance: 1,251

Class presentations by ECS Advisors: 24

Total attendance: 1,200

Total class presentations: 86

Total attendance: 2,950

**includes the FYL's & ECS Advisors presentations*

88% of students rated this presentation as above average

84% of students showed an increased knowledge of campus diversity

86% of students showed an increase in appreciation for campus diversity

86% of students showed an increase in awareness of campus diversity resources

*81 total classes does not include the FYL classes and the ECS advisors.

*2,789 total does not include the students in the FYL classes and the ECS classes.

*7 out of the 14 classes the MC presented were FYL classes.

DIVERSITY EDUCATION

STAFF ADVISORY COUNCIL

The advisory council was created to give input on the development of the diversity education programs. The council also serves as a resource for campus diversity and as a connection for other campus diversity offices as a means to support the larger campus diversity education initiatives. The following staff members were chosen because of their work in the area of diversity, for the student population they represent and are considered to be subject matter experts. Chosen areas of diversity are but not limited to race/ethnicity, gender, disability, veterans, sexual orientation, religion and international students. Topics addressed as part of the council initiatives. Campus student climate, diversity workshops and dialogues, student staff training module review, support for campus diversity education programs, such as safe zone and green zone.

Advisory Council

| | |
|--|---|
| <ul style="list-style-type: none">• Asia Center<ul style="list-style-type: none">○ Monique Wedderburn• Human Resources<ul style="list-style-type: none">○ Terry Cartwright• Institutional Diversity<ul style="list-style-type: none">○ Jasmine Johnson• Intercultural Programs<ul style="list-style-type: none">○ Katie Knoble• Living Learning Communities<ul style="list-style-type: none">○ Mary Jane Partain○ Ashley Garner• ResLife<ul style="list-style-type: none">○ Chris Swanson• McDermott Library<ul style="list-style-type: none">○ Chris (Christopher) Edwards | <ul style="list-style-type: none">• Multicultural Center<ul style="list-style-type: none">○ Danny Cordova○ Susie Pruitt• Student AccessAbility<ul style="list-style-type: none">○ Randy (Bertrand) Batiste• Military & Veteran Center<ul style="list-style-type: none">○ Lisa Adams• Gender Center<ul style="list-style-type: none">○ Matt Johns• Counseling Center<ul style="list-style-type: none">○ Kandi (Archandria) Owens○ Shelee-Ann Flemmings• Institutional Equity and Compliance<ul style="list-style-type: none">○ Brandy Davis |
|--|---|

The advisory group is hosted by the Multicultural Center/Diversity Education.

The council met 3 times for the FY17-18 academic year.

CAMPUS INVOLVEMENT

Committees

Freshman Seminar Course Advisory Committee
LEAP Committee
QEP New Student Engagement Board
HR Trainers Alliance
ODCE Student Advisory Council
Asia Center Scholarship
Military and Veterans Committee
ODCE Professional Development
Global Leaders Retreat
Student Affairs Onboarding Committee

Organizations

Hispanic ERG
Staff Council
African American Task Force
LatinX Task Force
Young Professionals ERG

Lumina Fund for Racial Justice and Equity Grant Proposal Application.

Application was not accepted.

Diversity Education submitted a grant proposal for the purpose of creating a Diversity Education Speaker Series as a means to enhance the current Diversity Education Program. This would be accomplished by incorporating an adjoining speakers series to its Diversity Dialogues, Education Workshop Series, and Diversity 101 Freshman year experience components. Requested amount was for 25,000 over 9 months. The proposed speakers series will seek to positively impact the campus climate through a quality campus-wide cultural education initiative which will focus on increasing cultural knowledge, awareness and skills. The expected outcomes are:

- Improvement of knowledge of culture, cultural identity and cultural differences
- Increase of the cultural awareness of cultural groups and identities
- Promotion of skills that allow for positive interaction among cultural groups, primarily a better understanding of race & ethnicity

Proposal was submitted in partnership with the following campus departments

- Development and Alumni Relations
- Foundation Relations
- Communications/Public Relations
- Office of Diversity and Community Engagement

Two types of grants will be awarded, commensurate with the proposed scope and scale of work.

- 4-5 grants up to \$100,000: These awards will be reserved for colleges and universities that can document they have already initiated significant, comprehensive efforts to advance equitable outcomes on their campuses and in the broader communities in which they are located. These institutions will have not just built plans, but made significant progress to put those plans in place.
- Remaining grants of up to \$25,000: These awards will support institutions that have established efforts focused on the equity issues impacting their campuses, and are proposing significant work to improve the campus climate for equity.

Campus Wide Programs Summaries

Diversity Poetry Jam

Attendance: 230

The Diversity Poetry Jam has become a Welcome Week tradition for the campus. The program had a 77% increase in attendance from the previous year, 130-230 students. The program has grown and expanded to include more students poets and musicians. The program featured 6 student poets, 1 professional poet and 4 student musicians and 1 professional musician. 96% of participants reported that this program increased their appreciation for diversity at UTD. Student Quotes from attending: “The power and strength that come from words”, “Music is the key to happiness”, “People face struggles but transform it into beauty”

Diversity Dialogues

Attendance: 281

The Diversity Dialogues continues to be a campus favorite program. DE hosted 5 different dialogues programs throughout the year. 3 campus events and 2 for a student organization. Over 90% of participants in the Diversity Dialogues report an increase in their ability to listen to other cultural perspectives and an increase in their understanding of other cultures. The goal of expanding the Diversity Dialogues has gone beyond the boundaries of UTD. The program that has been hosted on the UTD campus for the past ten years has now available for sale to other universities. The Box set has or is currently in the process of being sold to four universities. Texas A&M Commerce, Southern Connecticut, Wittenburg and Penn State. Each box set is costumed designed with the university colors, contains materials for 4 tables and up to 40 participants.

Diversity 101

Attendance: 2,879

The Diversity 101 presentation has been revamped to be more attractive to the current student population. The program reached 81 classrooms for a total outreach for a total of 2,879 freshman students. We are on target of reaching our goal of having every incoming freshmen experience this presentation. Over 80% of students attending this presentation report an increase in appreciation for campus diversity and an increase in awareness of campus diversity resources. We truly believe that this presentation is having a positive impact on each freshman class and on the campus climate on diversity. Student quotes from attending: “UTD is diverse”, “We are one of the top universities for Diversity”, “Diversity is not just limited to race/ethnicity”, “UTD has a very inclusive stance on diversity and makes all people feel welcomed”, “I learned that I need to be more careful about what I say”, “I am a part of the campus experience” “I am lucky to be at such a diverse college” “There are a lot of other people like me at UTD” “I’m not alone” “There is help if you ever need it” “I’m embracing myself”

PROFESSIONAL STAFF ACTIVITY

UNIVERSITY COMMITTEE SERVICE

Arthur Gregg

- President's Distinguished Lecture Series Committee
- Bias Response Committee
- URM Recruitment Committee
- Freshman Orientation Committee
- Undergraduate Success Mentor
- African American and Latinx Taskforce
- ERG Advisory Committee
- African American Male Academic Bowl Advisory Committee
- Student Health Advisory Committee

Danny Cordova

- Staff Council
- LEAP Committee
- New Student Engagement Board
- Hispanic ERG
- First Year Seminar advisory committee
- Trainers Alliance

Bruce August

- Weeks of Welcome Planning Committee
- African American Student Success Taskforce
- Latinx Student Success Network
- Welcome Back Block Party Committee
- Juneteenth Planning Committee
- MLK Day of Service Planning Committee
- Student Affairs Professional Development Committee: Onboarding
- Black Faculty & Staff Employee Resource Group
- UTD Young Professional Employee Resource Group
- Employee Resource Group Leadership Council

Monica Williamson

- Homecoming Planning Committee
- African American Student Success Taskforce
- Latinx Student Success Network
- New Student Engagement Board
- URM Recruitment Committee
- Student Affairs Professional Development Committee: Community Service
- Black Faculty & Staff Employee Resource Group
- UTD Young Professional Employee Resource Group

Susie Pruitt

- Af. Am. Task Force
- LatinX Task Force
- Young Professionals ERG: President
- Student Affairs Onboarding Committee
- Asia Center Scholarship Committee
- Military & Veterans Committee
- Global Leaders Retreat Committee

D'Andrea Young

- NCORE National Advisory Council
- UTD Young Professional Employee Resource Group
- African American Student Success Taskforce
- Latinx Student Success Network
- Black Faculty & Staff Employee Resource Group
- Women's Employee Resource Group

STAFF AWARDS/RECOGNITIONS

- Monica Williamson, Celebrate Achievement – Reward Excellence (CARE) Award Recipient, Fall 2017

PRESENTATIONS

Arthur Gregg

- National Pan-hellenic Council National Conference (NPHC)
- Center for Teaching and Learning (CTL)
- LeaderShape Inc.
- Texas Association of Black Personnel in Higher Education (TABPHE)
- Urma Rangle Girls STEM Summer Camp
- Eastfield College Enrollment Manage Department

Danny Cordova

- Div. 101 FYS courses
- Callier Center training
- Student Leadership Programs workshop
- Residential Life training
- Comet Camp
- Transfer Student Services
- Undergraduate Success Scholars

Bruce August

- LeaderShape Inc.
- American Association of Black in Higher Education-Leadership & Mentoring Institute
- DeSoto Independent School District

Monica Williamson

- Diversity Scholars Informational: Dallas ISD AVID Teachers
- Minority Scholars Symposium
- Jackie Robinson Foundation: Scholars Orientation
- Future Comets Summer Camp
- Office of Enrollment Services Staff Training Presentation
- Academic Advisors Summer Training

Susie Pruitt

- Div. 101 FYS courses
- National Conference on Race and Ethnicity
- Comet Camp
- First Year Leaders (FYs)
- Student Organization Center Presidents
- Delta Delta Delta
- ECS advisors

D'Andrea Young

- National Conference On Race and Ethnicity

TRAVEL /PROFESSIONAL DEVELOPMENT (STAFF)

Arthur Gregg

- National Conference on Race and Ethnicity (NCORE)
- Texas Association of Black Personnel in Higher Education Conference (TABPHE)
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Danny Cordova

- Texas Diversity Council Conference
- HR Culture of Dignity and Respect

Bruce August

- National Conference on Race and Ethnicity (NCORE)
- Texas Association of Black Personnel in Higher Education Conference (TABPHE)
- Circles Conference
- LeaderShape Inc. Institute for African American Men
- American Association of Black in Higher Education-Leadership & Mentoring Institute
- Managers & Supervisors Training, University of Texas at Dallas, 2017

Monica Williamson

- National Conference on Race and Ethnicity (NCORE)
- Southwestern Black Student Leadership Conference (SBSLC)
- Student Conference on Latino Affairs (SCOLA)
- AAU&C Diversity, Equality and Inclusive Democracy : The Inconvenient Truths
- Leadership & Management Skills for Women

Azucena (Susie) Pruitt

- National Conference on Race and Ethnicity
- HR Emotional Intelligence
- HR Supervisors Training

D'Andrea Young

- National Conference On Race and Ethnicity
- University of Houston Assessment Conference
- SkillPath: Leadership & Management Skills for Women



Student Centered.
Diversity Driven.