



THE UNIVERSITY OF TEXAS AT DALLAS



OFFICE OF DIVERSITY AND COMMUNITY ENGAGEMENT

MULTICULTURAL CENTER

FY 2018-2019 ANNUAL REPORT



Student Centered.
Diversity Driven.

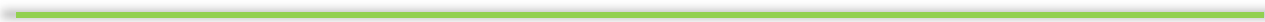


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EXECUTIVE SUMMARY

Student Centered. Diversity Driven.

This year as we turned “Sweet Sixteen” we are proud of the growth and initiatives that we have embarked upon. To kick off the New Year, we celebrated the life and legacy of Dr. Martin Luther King Jr. Along with the Celebration Breakfast and the Day of Service, we added a Diversity Dialogue to round of this awesome week of celebration. Our hope is that we have a week of programming that will include our students, faculty, and staff engaged in dialogue, programming and service around the concept of Civil Rights and the importance of Diversity and Inclusion.

Also, this year we participated in Comets Giving Day through the Office of Development. Our participation in this program was to fund our new initiative designed to assist with the retention and success of our students named the MC Cares Emergency Fund. The Multicultural Center’s Emergency Fund will provide emergency financial assistance to students who are deemed as underrepresented minorities by UT Dallas. Often times, these students have **immediate unexpected expenses due to special circumstances beyond their control. For many students, a financial emergency** that if not resolved quickly, could lead to the student's departure from UT Dallas and a loss of momentum toward completion and impact the retention and success of our UT Dallas students. We are proud to note that we over 95% of our donors are UT Dallas Alumni.

The Multicultural Center Diversity Education Staff presented the Diversity 101 presentation to at least 41 classes with about 1,230 in attendance. Approximately, 84% of the students reported an increased appreciation and awareness of and for our campus diversity. This information does not include the number of Diversity 101 presentations presented by the Instructors and/or First Year Leaders.

The Multicultural Center (MC) has experienced over 6,237 contacts (visits), 149 programs with over 14,205 students’, staff, and faculty in attendance. We know that most of our visitors come to the MC to either study and/or relax. According to our fall 2018-student satisfaction survey, once again 94% of the participating students rated customer service as high, 94% stated the MC as a valuable resource and 91% 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 committed to our 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.***

Arthur Gregg

Assistant Vice President/Multicultural Affairs

Director/Multicultural

POINTS OF PRIDE

- **Facilitating Difficult Dialogues Workshops**

The Diversity Education area was challenged by the social climate and uncivil conversations that were being held in the classrooms and on social media. We partnered with the Counseling Center to develop a special training program on “Facilitating Difficult Dialogues”. This presentation was presented to seventy First Year Leaders to assist them in navigating these discussions in the First Year Seminar classes and to one hundred and forty-eight Residence Hall Peer Advisors, to assist them with their interactions with students living on campus. This presentation was a big hit with these student leaders. The presentation impacted two hundred and eighteen student leaders that have direct contact with the students on campus. Approximately, 91% of participants showed an increase in their ability to hold intercultural conversations. This program will continue to impact students beyond the presentation.
- **Multicultural Center - MLK Day of Service**

In January of 2019, the Multicultural Center collaborated with the Office of Student Volunteerism to create the 2nd UTD MLK day of service to honor the legacy of late Civil Rights leader Dr. Martin Luther King, Jr. This year’s program sponsors consisted of the Student Athlete Advisory Council, the Student Diversity Advisory Council, Undergraduate Success Scholars, Living Learning Community, AES Cultural Scholars, Diversity Scholars and Terry Scholars for a “Day on, Not a Day off.” Student engagement rose 25% from One hundred and ten (110) to one hundred and thirty-eight (138); said students came together to pack over 20,000 meals in 45 minutes under the leadership of Feeding Children Everywhere, a national nonprofit organization created to creating a hunger-free world. We look forward to creating a service-learning component to 2020’s event.
- **Multicultural Center - Welcome Back Block Party**

The Multicultural Center held the 5th Welcome Back Block Party to kick off the 50th anniversary of UT Dallas during Weeks of Welcome. This year’s event was special as it brought out the senior leadership of the university, President Richard Benson, Chief of Staff Raphael Martin alongside several members of the Richardson City Council and Mayor pro Tem Janet DePuy, who is also a UTD alumni. The event was co-sponsored by Radio UTD, Office of Title IX Initiatives, Athletics, and Auxiliary Services. Over **4,000** new and returning Comets filled the Northside Complex 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.

- **MC Cares Emergency Fund**

The Multicultural Center's Emergency Fund will provide emergency financial assistance to students who are deemed as underrepresented minorities by UT Dallas. Often times, these students have **immediate unexpected expenses due to special circumstances beyond their control. For many students, a financial emergency** that if not resolved quickly, could lead to the student's departure from UT Dallas and a loss of momentum toward completion and impact the retention and success of our UT Dallas students. We are proud to note that we over 95% of our donors are UT Dallas Alumni.

- **Diversity Poetry Jam**

The Multicultural Center held its annual Diversity Poetry Jam program as part of Weeks of Welcome. This was the 3rd year for us to hold this program. This year the program was an increase of 76% in attendance from the previous year, 130 to 230. The student comments were a testimony to the impact of this program. These are a few comments from the program evaluations. "*Mind blowing creativity*", "*The venue, the lights, the poetry*", "*The power and strength that can come from words*", "*How awesome UTD really is an how talented the students really are*", and "*I learned to appreciate my culture even more*". The Diversity Poetry Jam is truly a night to remember.

GENERAL INFORMATION

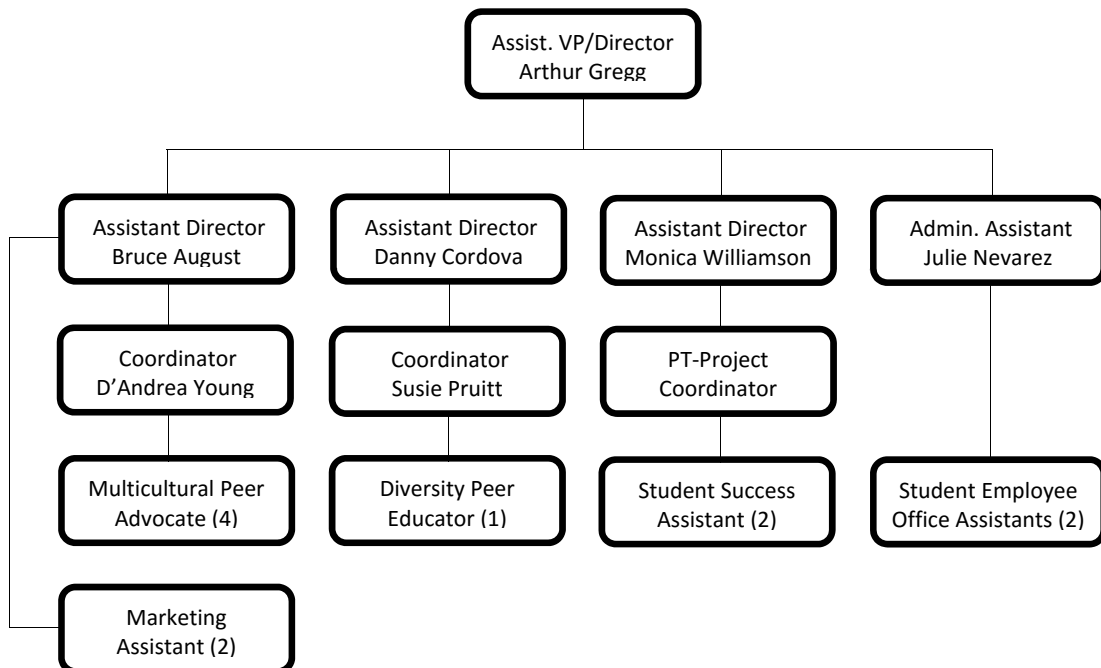
MISSION STATEMENT

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	31	9,055
Diversity Education	83	4,116
Student Success & Outreach	35	1,034
Total	149	14,205

VISITORS PROFILE

CENTER VISITS - 2 YEAR COMPARISON

Year	17/18	18/19
Total Visits	8,685	6,237

CENTER VISITS – PURPOSE

	Study/ Computer	Relax	Conference Room	Advising
Total	3,177	2,414	134	512
	51%	39%	2%	8%

CENTER VISIT-- CONFERENCE ROOM

ROOM USAGE: TOTAL COUNT = 134

Conference room used by

Student(s)/Student Organizations	Offices/Committees
Black Student Alliance	Education Abroad
WISE	Project & Interview
SBLC Travel	Career Center
SCOLA Pretravel	ODCE
Global Chat	Diversity Scholars Program
	Black Faculty & Staff Alliance
	Men Arriving Ready for Success Initiative

WEBPAGE/SOCIAL MEDIA

GOOGLE ANALYTICS

Sept. 1, 2017 – Aug. 31 2018

Sept. 1, 2018 – Aug. 31, 2019

FY2017			FY2018		
Page	Visits	Views	Page	Visits	Views
Home	3,791	5,387	Home	5,268	7,130
HHM	1,291	1,468	Cultural Celebrations	1,032	1,724
BHM	811	946	Programs & Services	945	1,249
About Us	746	896	Calendar	936	1,183
Programs & Services	651	809	Diversity Education	398	593
Diversity Education	623	966	Our Space	219	257
Cultural Celebration	611	979	Black History Month	217	239
Calendar	586	788	Online Learning	102	129
Our Staff	486	565	Leadership Experiences	73	106
Student Success	457	651	Presentations	78	103
Total	10,053	13,455	Total	9,268	12,713

FACEBOOK

Facebook	Reach ¹	Likes, Comments & Shares
Total	56,394	2,679

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

TWITTER

Twitter	Tweets	Tweet Impressions	Mentions
Total	293	97,657	104

INSTAGRAM

Instagram	Followers	Posts	Comments	Likes
Total	1,446	740	53	3181

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%	6%	19%	75%
How valuable is the multicultural center as a resource for you at UTD					
	0%	0%	8%	23%	69%
How would you rate your overall experience in the Multicultural center					
	0%	1%	8%	18%	73%
Facilities					
	1 Low	2	3 Average	4	5 High
Study Room	1%	0%	9%	29%	61%
Computer Lab	1%	1%	21%	22%	55%
TV Lounge	2%	0%	7%	26%	65%
Kitchenette	1%	0%	14%	20%	65%
How often do you visit the center?					
	1-2 times per semester	1-2 times per month	1-2 times per week	1-2 times per daily	
	6%	17%	36%	41%	
Have you ever attended any of the MC events?					
	Yes			No	
	68%			32%	

CULTURAL CELEBRATIONS
Cultural events and national heritage months.

Bruce August, Jr.
Assistant Director
Programming & Marketing

D'Andrea Young
Coordinator
Programs & Events

TOTAL PROGRAMS = 31
TOTAL ATTENDANCE = 9,055

CULTURAL CELEBRATIONS

PROGRAMS/ATTENDANCE - 2 YEAR COMPARISON

Group	17-18		18-19	
	Programs	Programs	Programs	Attendance
Af. American	7	1,832	5	595
Hispanic	6	520	8	890
Asian	2	1,150	2	1,100
European	1	80	1	75
Native American	1	60	1	50
Mixed Heritage	4	85	4	42
Juneteenth	1	250	1	200
MLK Jr. Breakfast	2	460	2	413
Speaker Series	0	0	-	-
Co-Sponsor	5	2,200	3	1,240
UTD Traditions	3	3,250	4	4,450
Total	33	10,087	31	9,055

Events by Culture Group

African-American	Attendance
The Blackout:	100
Community Conversations: Colorism	45
BHM Lift-Off Series	100
Raisin the Bar – Health & Wellness Program	50
The Big Dinner: African-American Heritage Celebration	200

Hispanic	Attendance
Hispanic Heritage Month Kickoff	250
Salsa Dance Workshop	40
Conversando con Cafe Panel Discussion	40
Cumbia Dance Workshop	40
Civic Engagement Workshop	40
Event with Consulate + Latino Faculty Staff Association ERG	30
Hispanic Heritage Month Celebration	150
Dia De Los Muertos Celebration	300

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

European	Attendance
European Heritage Celebration	75
Native American	Attendance
Native American Heritage Celebration	50
Mixed Heritage	Attendance
Multiracial Mixer	13
Fall Multiracial Workshop	10
Spring Multiracial Workshop	13
Loving Day Commemoration	6
Juneteenth	Attendance
Juneteenth Celebration	200
MLK Breakfast	Attendance
MLK Celebration Breakfast	275
MLK Day of Service	138
Speaker Series*	Attendance
(data included in main event numbers)	
Co-Sponsor	Attendance
Bangladesh Night	1,000
Men Arriving Ready for Success Initiative	40
Shy Speaks Program	200
UTD Traditions	Attendance
Welcome Back Block Party	4,000
Homecoming Tailgating	100
Breakfast Bonanza	200
Diversity Poetry Jam	150

CULTURAL CELEBRATIONS EVENT SUMMARIES

AFRICAN-AMERICAN PROGRAMS

Title: Black History Month Kickoff: The Blackout

Attendance: 100

Objective: Celebrate the beginning of Black History Month and expose students to various cultural organizations here on campus.

Event Summary: The Blackout was the official kickoff event for our Black History month celebration. Several cultural student organizations hosted interactive booth activities centered on Black culture and informed students of their organizations purpose. 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: Colorism

Attendance: 45

Objective: To provide the Students a safe environment to discuss Colorism

Event Summary: This event included a panel discussion on colorism and a historical presentation by noted faculty member Dr. Williams from the University of Oklahoma. Several panelists were hand-selected to share their insight and experiences on attitudes towards colorism from a multigenerational lens. The program ended with table discussions on the various aspects of colorism and how attendees proposed to solve the problem in their community.

Title: Raisin the Bar-Health & Wellness Program

Attendance: 50

Objective: To provide students with knowledge regarding health issues in the African-American Community.

Event Summary: The Multicultural Center worked with the Health & Wellness cluster of Student Affairs to host an event for students to educate them on heart health awareness month and health issues surrounding the African-American community. A Oatmeal and fresh fruit bar was provided in addition to blood pressure and wellness checks.

Title: Liftoff Music Series with SUAAB

Attendance: 100

Objective: To provide UTD students access to up and coming artists who reflect the history of African-American music and culture.

Event Summary: This event was hosted in collaboration with SUAAB. We invited music artists, Jessie Suilenroc, college student and YouTube influencer and Ron Bultongez, Plano native, and national record artist to share their music, speak on their background and provide an intimate discussion after the events on pursuing your dreams and finish college.

Title: The Big Dinner-African-American Heritage Celebration

Attendance: 200

Objective: To provide the campus with a educational way to come together to eat and reflect on Black History Month.

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 DISD board member Justin Henry as a keynote speaker. Henry spoke on the month's theme, "Shades of Black" as it applied his career journey. 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: 2018's Hispanic Heritage Month 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. The event began with a performance by Anita N. Martinez Ballet Folklorico and was followed the opening of the booths for attendees to go to. Eleven student organizations (SLA, SLG, ODPHi, LTPHi, KDChi, SHPE, MASA, AIGA, SACNAS, LULAC, and MAPS) operated booths ranging from a Loteria, a Spanish medical terminology game, a photobooth, a piñata raffle, LULAC offered register people to vote, and many more game like activities that people really seemed to enjoy. The food offered at this event came from Paeteria San Marcos and included paletas, gorditas, and a choice of aguas frescas (mango and pineapple). The event was such a success that the food ran out.

Title: Cumbia Dance Workshop

Attendance: 40

Objective: To provide an opportunity for attendees to learn the art of Cumbia dance.

Event Summary: This year's cumbia dance workshop was attended by approximately 40 students. The event was led by Salvador, a dance instructor at Alpha Midway Studio. Along with learning new moves, Sal made sure to give a small speech on the history and origins of the dance. Students found out that this style of dance is known throughout all of Latin America and is the most useful to know if they ever decide to go abroad. Again, attendees loved the workshop.

Title: Conversando Con Cafe: What it means to be Latinx

Attendance: 40

Objective: To help enlighten attendees on the meaning of Latinx and explore what it means to be Latinx in today's society

Event Summary: This event was in the format of a panel discussion. In this instance, the panelists were asked to discuss what it means to be Latino today. Panelist Pedro Gonzalez enlightened the audience with the meaning of Latinx along with the other panelists, on the hardships that Latinos have encountered in other countries or simply as they grew up in what is essentially a double life. After the panel discussion, the audience was open to a Q&A session and a one-on-one conversation with panelists when the event was over. The event offered pan dulce and a variety of warm beverages such as coffee and hot chocolate.

Title: Salsa Dance Work Shop

Attendance: 40

Objective: To provide an opportunity for attendees to learn the art of Salsa dance.

Event Summary: This workshop event was led by Salvador Urena (aka Salsa by Sal), a dance instructor at Alpha Midway Studio. Along with learning new moves, Sal made sure to give a small speech on the history and origins of the dance. Students who left this event were very much appreciative of the wonderful learning experience..

Title: Civic Engagement Workshop**Attendance: 40****Objective:** To bring knowledge to the attendees on their rights and how they can help others in the process.**Event Summary:** For this workshop, our students invited five panelists from various disciplines to speak about different topics that concern and impact the Latino community; these topics included but were not limited to: immigration policies and how to be there for others who may not know their rights. At the end of the panel discussion, the guest panelists were asked to aid students in creating civic engagement programs of their choice to see how much attendees retained from the questions answered. The event was able to raise awareness of issues that have occurred in the past in the Latino community and helped attendees leave with a stronger sense of self, knowledge and action items to help.**Title: Hispanic Heritage Celebration****Attendance: 150****Objective:** To celebrate and highlight Hispanic and Latino American culture, heritage, and contributions during Hispanic Heritage Month.**Event Summary:** This event was the conclusion of our Hispanic Heritage Month celebration. The night included a flag show representing 23 Latinx countries along with a few stated facts for each, guest speaker Maria Yolisma Garcia who spoke about her line of work and how people can always get involved, a poem recited by student Michaela Perez, a musical performance by student Pedro Esparza that finished the event before going on to eating and enjoying music from Radio UTD.**Title: Dia de los Muertos Celebration****Attendance: 300****Objective:** The goal of Dia de Los Muertos Celebration is to honor the lives of loved ones that have passed.**Event Summary:** In order to continue the now tradition, the committee members who partook in HHM decided to also have a DDLM event. This event had a mariachi performance from Mariachi Caporales in which they played some of the most popular rancheras in the Latino community. The mariachi continued their performance after a brief pause in which SLA president Mariajose Plascencia explained the significance of face painting during Dia de los Muertos and also was able to explain what catrina and catrin signify during the celebration. Nine organizations (SLA, LULAC, AIGA, MASA, SLG, SACNAS SHPE, LTPHi, and MAPS) ran eight booths consisting of face painting, arts and crafts, loteria, papel picado, altars, flower crowns, and a photobooth where after attending at least four of these said booths they could then receive approval from the MC booth and go on to get food. The food at this event came from Paleteria San Marcos, whom brought an assortment of tamale flavors (we had both vegetarian and vegan options included) along with pan dulce and their choice of either ponche (non-dairy) or atole (dairy). The event ended with many attendees dancing and having great fun, making this year's DDLM a success.

MULTIRACIAL PROGRAMS

Title: Multiracial Mixer

Attendance: 13

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 on components of students and their identities using a speed networking format. We then did a brief presentation on the Multicultural Center detailing services we offer, statistics about the multiracial community at UTD, and our vision. Students were then asked to share their cultural backgrounds and what they'd like to see for the multiracial community.

Title: Multiracial Fall Workshop

Attendance: 10

Objective: Provide a safe place for multiracial students to discuss relevant topics in the multiracial community.

Event Summary: Mixed Roots: Stories of being Multiracial is a workshop that highlights the many experiences of multiracial students on UTD's campus. This program is geared towards aiding multiracial students to engage in thoughtful dialogue on their own identity as well as learn about other's experiences.

Title: Mixed Roots: Stories of Being Multiracial Spring Workshop

Attendance: 13

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 workshop presented an opportunity to have thoughtful dialogue about the many experiences of multiracial students on UTD's campus. Students were able to engage in thoughtful dialogue on their own identity as well as learn about other's experiences through our identity awareness activity and big group discussion..

Title: For the Love of Loving Day Commemoration

Attendance: 6

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 second time we decided to commemorate Loving Day, 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 regarding the multiracial experience.

ASIAN-AMERICAN HERITAGE PROGRAMS

Title: Lunar New Year Celebration

Attendance: 500

Objective: To commemorate the arrival of the new moon and the subsequent festivals in China, Taiwan, Vietnam, Japanese, Korea and other countries in the celebration known as Lunar New Year.

Event Summary: 2019's Lunar New Year Celebration was held in collaboration with several Asian student organizations (JSA, CSA, VSA, Hallyu Wave, KISA, FSA) and two departments (Asia Center, Confucius Institute). The event consisted of brief history lesson, 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. Traditional Asian cuisine was catered by Pho Que Huong.

Title: Asian Heritage Celebration

Attendance: 600

Objective: To increase awareness of Asian culture and celebrate the national Asian-American & Pacific Islander Heritage month.

Event Summary: The Asian Heritage Celebration showcases authentic Asian cuisine, music, and performances. The 2019 student committee chose the theme "Festivals of Asia", to highlight many of the unique traditions and festivals that are celebrated across the continent. This event was held 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 highlighted a festival related to their culture and country (i.e. Lantern Festival, Mid-Autumn Festival, Diwali etc.). At each booth attendees were able to play traditional games representative of each country. A fashion show was held in addition to various performances to showcase the diverse, beautiful clothing customs of the countries. Authentic food was catered by several restaurants representing the various countries represented at UT Dallas.

NATIVE AMERICAN HERITAGE PROGRAMS

Title: Native American Heritage Celebration

Attendance: 50

Objective: Educate the UTD community about Native American Heritage cultures and traditions 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 Soar Beyond Dance troupe; this group shared stories surrounding the women's suffrage movement, their cultural attire and incorporated an interactive dance with program attendees.

EUROPEAN HERITAGE PROGRAMS

Title: European Heritage Celebration

Attendance: 80

Objective: To expose students to a traditional Irish style of dancing and culture, to highlight various aspects of European culture and traditions, and increase students' awareness of European culture.

Event Summary: The European Heritage Celebration this year featured an interactive and educational dance performance by the McTeggart Irish Dancers of North Texas. The visiting group was able to share information regarding cultural dances and traditional attire. Educational activities were offered by various booths setup around the galaxy rooms and a European sampler dinner was offered.

EVENTS SUMMARIES: SINGLE EVENTS

Title: Juneteenth Celebration

Attendance: 200

Objective: To commemorate the oldest celebration acknowledging the ending of slavery in the United States.

Summary: The theme for the 2019 Juneteenth event was “Family Reunion.” This theme, was selected in response to the importance of family, current socio-political events affect the country and the history of African-American families being broken up due to slavery. 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.

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

Attendance: 138

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 2019, the Multicultural Center collaborated with the Office of Student Volunteerism to create the 2nd annual MLK 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 (138) students came together to pack more than 20,000 red lentil jambalaya meals for hungry kids in Dallas.

Title: Dr. Martin Luther King, Jr. Celebration Breakfast

Attendance: 275

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: 51 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 from the guest speaker to become business leaders and innovators who can transform society into King’s vision. “What we need are people who understand the combination of power and love who are allocators,” Butler said. “We need people who have resources that can be allocated in a positive and transformational way.”

The breakfast featured a performance of “Amazing Grace” by the a cappella student organization Novis. Guests also were invited to add their thumbprints to a painting of King that accounting junior Tina Yari created for the event. The painting was displayed at the event as part of the student group the LOTUS Project, which works to expose more students to arts by displaying student artwork on campus.

Title: Welcome Back Block Party**Attendance: 4,000**

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, Chartwells Catering, the UTD Tech Store and Radio UTD teamed up to throw the fifth annual Welcome Back Block Party. This year's program marked the kickoff of 50th anniversary of the University of Texas at Dallas. 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 Poison Ivy, official DJ for the Dallas Mavericks & DJ Juice, a popular Video DJ) over the two-hour span. The students danced, laughed and cheered the night away. Amenities included mechanical bull, 75 ft. inflatable obstacle course, a video gaming truck, fortune telling, the UTD Athletic Tailgating Box and electronic assessments. Mayor Pro Tem quoted that the event was reminiscent of her time as a comet when the university was growing and serving the students very well. The event also served a four-fold purpose of bringing diverse students together, reminding students to stop sexual assault and learning about the various services and learning opportunities provided by the various departments in attendance.

SUCCESS AND OUTREACH

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

Monica Williamson

Assistant Director
Student Success & Outreach

Evan Alvarez

Project Coordinator
Student Success & Outreach

TOTAL PROGRAMS: 149

TOTAL ATTENDANCE: 1,034

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

Total Programs: 35

Attendance: 1,034

Program	17-18		18-19	
	Programs	Attendance	Programs	Attendance
Operation I Am: Black Student Leadership Weekend	1	92	1	88
VOICES: Hispanic Student Leadership Weekend	1	65	1	81
Diversity Scholarship Program: Fall Orientation	1	67	2	74
Diversity Scholarship Program: Monthly Suppers/Workshops	7	63	11	267
Women In Social Engagement	12	42	13	55
Southwestern Black Student Leadership Conference (SBSLC)	1	32	1	30
Student Conference on Latino Affairs (SCOLA)	1	44	1	30
Diversity Scholarship Program: End of the Year Banquet	1	75	1	58
Harambee Dinner & Awards	1	111	1	100
Hispanic Leadership Banquet	1	91	1	91
Multicultural Achievement Ceremony	1	150	1	118
MC Student Leaders Retreat	1	43	1	42
Total	29	29	35	1,034

URM RETENTION PROGRAM SUMMARIES

AFRICAN AMERICAN PROGRAMS

Student Organizations

BSA	Black Student Alliance
BC	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	Kurlfriends
AKA	Alpha Kappa Alpha Sorority, Incorporated
AΦA	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 2019

Attendance: 88

Objective: Operation I Am is a leadership weekend for UTD students within the African American community to connect, compete and learn about services and resources on campus.

Event Summary: Operation I AM 2018 kicked off on Friday, September 7th 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. An Escape Room was introduced this year on Day 1, the goal was to increase communication and teamwork among student groups. During the second day of Operation I Am, students participated in breakout sessions and general sessions from the Career Center, Student Success Center, and BB&T. There was a panel of UTD and external speakers to provide new and continuing students with advice and information for student success at and outside of 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 2018 was well received. The student participant feedback was positive and helpful for improvements on next year's program.

Women in Social Engagement, Discussion Group

Attendance: 55

Objective: 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.

Event Summary: 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

Harambee Dinner and Awards 2019

Attendance: 100

Objective: 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.

Event Summary: 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 were recognized for their achievements. 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 year's 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 2019

Attendance: 118

Objective: The goal of the program is to uplift and celebrate the academic achievements of underrepresented minority students at UT Dallas.

Event Summary: On the evening of May 13th in the Student Services Addition auditorium, the second Multicultural Achievement Ceremony took place. The Multicultural Achievement ceremony recognized just over 100 graduating seniors representing the class of 2019. 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. Shawna Nesbitt, Professor in the Department of Internal Medicine at UT Southwestern Medical Center was the evening's keynote speaker. Within her address, Dr. Shawn Nesbitt, spoke the importance of remembering people and situations that have shaped your life. 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 2019

Attendance: 42

Objective: 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.

Event Summary: 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 42 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.

Southwest Black Student Leadership Conference 2019

Attendance: 30

Objective: This conference encompasses history, leadership & networking skills, and self-improvement techniques. In addition, the conference values clarification and uses corporate America to inspire and motivate the intellect of young Black collegians to be productive leaders of tomorrow.

Event Summary: The 2019 Southwest Black Student Leadership Conference was held on the Texas A&M University-College Station campus in January. The conference celebrated its 31st 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 30 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 year, 12 UT Dallas student leaders applied and 12 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 Patrick Nnoromele, sophomore, Neuroscience major and McDermott Scholar finished in first place within the competition.

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.

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.

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 Nat. Am. 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.
KΔΧ	Kappa Delta Chi Sorority, Incorporated.
ΛΘΦ	Lambda Theta Phi Latin Fraternity, Incorporated

VOICES: Hispanic Student Leadership Weekend

Attendance: 81

Objective: VOICES is a student success program offered by the Multicultural Center and is designed for all Latinx students who attend UT Dallas

Event Summary: 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 5th 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. Mayrani Velazquez, National Association of Latino Elected and Appointed Officials Network, was our keynote speaker. Students also experienced breakout sessions and general sessions from the Career Center and Peace Corps provide new and continuing students with advice and information for student success at UT Dallas including branding and volunteering their time toward a cause. 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 2018 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

Attendance: 55

Objective: 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.

Event Summary: 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

Hispanic Leadership Banquet (HLB) 2019

Attendance: 91

Objective:

Event Summary: The Hispanic Leadership Banquet was held on Friday, April 19th in the Galaxy Rooms of the student union. This year we had 10 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 year's 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

Student Conference on Latinx Affairs (SCOLA) 2019

Attendance: 30

Objective: Provide a forum for students to discuss significant issues that impact the Latinx community and to foster exemplary leadership and professional development among our members. It is our belief that the interaction, discussion, and enlightenment fostered by the conference effectively creates a stimulating educational and life-changing experience.

Event Summary: The Student Conference on Latinx Affairs was held April 4th -7th at Texas A&M University in College Station Texas. This year's theme for the conference was "Soñando En Grande: Rewriting Our Narrative", 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 30 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.

URM RETENTION: GENERAL PROGRAMS SUMMARIES

Diversity Scholars Program, 8th Year Review

Attendance:

Objective: 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.

Event Summary: 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.

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
MC and USS Staff (2) Students (30): Kelechi Ajughu, Jennifer Anyaegbu, Jasmine Banks, Jonathan Cipriani, Jonathan Claycomb, Haley Dorsey, Mary Duplaintier, Eliud Fasil, Vinetra Grigsby, Sandra Hagenimana, Venisha Harmon, Dorcus Harrison, Tamara, Havis, Aerial Hobson, Jason Hutchison, Solomon Lewis III, Mariah Mackey, Warona Mathuba, Ezinne Megwa, Selam Mizu, Victoria Moyo, Diego Narvaez, Ifunaya, Patrick Nnoromele, Eyenubong Nwoko, Olamide Olajubutu, Tega Osiki, Dexter Otokunrin, Justin Smith, Axum Taylor.

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, National Association of Black Accountants, National Society of Black Engineers

Hispanic

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

MC Staff (2) and Students (15) Wendy Ampuero, Jesus Ochoa, Karina Nunez, Luis Osta, Pablo Reyes, Ariel Aleman, Ericka Gamon, Karol Magallanes, Katherine Roldan, Leslie Medina, Madeline Pargas, Marco Mascorro, Diego Narvaez, Eliud Fasil

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

Klarissa Perez
Coordinator
Diversity Education

TOTAL PROGRAMS: 83
TOTAL ATTENDANCE: 4,116

DIVERSITY EDUCATION

PROGRAMS

Campus Program	Type/Topic		Sessions	Attendance
Diversity Poetry Jam (Fall)	Campus Event		1	230
Diversity Dialogues (Fall)	Campus Event		1	55
Diversity Dialogues (Spring)	Campus Event	DD	1	41
Diversity Dialogues (Summer)	Campus Event	130	1	34
Spring Workshop Series	Microaggressions		1	27
Spring Workshop Series	Inclusive Leadership		1	18
Spring Workshop Series	Understanding Islam		1	24
Spring Workshop Series	Social Media & Diversity	SWS	1	15
Spring Workshop Series	Intercultural Communication	110	1	26
			9	470

PRESENTATIONS

Department	Group/Topic		Sessions	Attendance
SU	SU workers/Div.101		1	44
SU	SUAAB/Div.101		1	10
BBS	Div. 101		1	9
ISSO	iFriends		1	7
CTL	Implicit Bias		1	48
SSC	Freshmen Mentors		1	15
ODCE	Advisory council		1	15
NSP	SWAT		1	10
NSP	OLs/Div.101		1	70
Res.Hall	PA program/culture		1	5
Res.Hall	PA training/Diversity		1	20
Psychological Sciences	Math Camp/Implicit Bias		1	23
			12	276

SPECIALTY

Department	Group/Topic		Sessions	Attendance
Und. Ed	Freshman Seminar/Div. 101		41	1,230
Und. Ed.	FYLS/Div. 101		4	59
Und. Ed.	FYLS/Implicit Bias		3	61
Und. Ed.	FYLS/How to on diversity		3	68
NSP	Comet Camp/Transitions		4	385
			55	1,803

DIVERSITY EDUCATION

STUDENT ORGANIZATIONS

Student Organization	Topic	Sessions	Attendance
KDCHI	Cultural Identity	1	26
Habeshah	Div. Dialogues	1	30
Kappa Alpha Theta	Diversity	1	15
		3	71

E-LEARNING ONLINE DIVERSITY TRAINING MODULE

Diversity Education Module	Count	Completion Rate	Sessions	Completed
Student Employees	1,716	79%	1	1,358
Living Learning Community			1	28
			2	1,386

PARTNERSHIP PROGRAMS

Department	Group	Sessions	Attendance
LLC	CDI Kickoff (BaFa, BaFa)	1	50
Leadership	Global Leadership Retreat	1	60
		2	110

Total program: 83
Total attendance: 4,116

DIVERSITY EDUCATION

DIVERSITY 101 FRESHMAN FIRST YEAR SEMINAR PRESENTATIONS

There are an estimated 120 first year seminar courses. The overall goal is to reach every first year seminar class.

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: 41

Total attendance: 1,230

Evaluation Data

89% of students rated this presentation as above average

84% of students showed an increased knowledge of campus diversity

78% of students showed an increase in appreciation for campus diversity

84% of students showed an increase in awareness of campus diversity resources

Div. 101 data does not include presentations by the FYLs, advisors and ECS TAs.

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

- Asia Center
 - Monique Wedderburn
- Human Resources
 - Terry Cartwright
- Institutional Diversity (Rosie Peterson)
 - Jasmine Johnson
- Intercultural Programs (Leticia Zamarripa)
 - Katie (Knable) Russo
 - Travis Parker
- Living Learning Communities
 - Mary Jane Partain
- ResLife (Catherine Pickrel)
 - Ryan Wasilewski
- McDermott Library
 - Chris (Christopher) Edwards
- Multicultural Center
 - Danny Cordova
 - Klarissa Perez
- Student AccessAbility
 - Kerry Tate
- Military & Veteran Center (Lisa Adams)
 - Veronica Jimenez
- Gender Center (Lauren DeCillis)
 - Matt Winsor-Johns
- Counseling Center
 - Aisha Evans
 - Kimberly Burdine
- Institutional Equity and Compliance
 - Marco Mendoza
 - Heather Dragoo

Invited guest

- Elise Smith – JSOM
- Jerry Alexander – ECS
- Daniel Hernandez – FSL
- Shelley Lane – Und. Ed.
- Leticia Zamarripa – ISSO

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

The council met 2 times for the academic year.

All of the invited guest requested to be permanent members of this council for the following year.

PROGRAMS SUMMARIES

Title: Diversity Poetry Jam**Attendance: 230****Objective:** Showcase cultural based poetry, music, student performances. Increase appreciation of cultural slam poetry. Increase appreciation of student musicians. Increase my appreciation of diversity at UTD.**Event Summary:** This years program featured music performer Maya Piata and poet Melania-Luisa. The program also features six student performers and hosted by Blessedness. The overall program was incredibly good. Overall rating from the evaluations was a 98%. The student performances were exceptional and diverse. The room design, setup, lighting and professional sound create the ideal atmosphere. Attendance increased from 130 the previous year to 230. From the evaluation report. 98% of students showed an increase in appreciation for diversity at UTD. 94% of students showed an increase in appreciation of poetry.**Title: Diversity Dialogues. Fall, Spring and Summer****Attendance: 130****Objective: Create a space for open diversity discussions. Increase understanding of other cultures. Increase sensitivity to other cultures. Increase ability to listen to other cultural views.****Event Summary:** The Diversity Dialogues continues to be a successful program for the campus and diversity education. The Fall and Spring session was held in the McDermott suite. This venue continues to be a central feature in the success of the program. In our attempts to increase student participation. We moved the program to the Student Union faculty staff dining room. This was to host the program in a more central space on campus. The room did turn out to be more effective as regards to the space and the ability to spread out the tables. This allowed for more private conversations. We did have a large turnout for the summer program. One of the largest for the summer.

Data for all the programs.

96% overall rating.

90% of participants showed an increase in understanding other cultures.

87% of participants showed an increase in sensitivity to other cultures.

95% of participants showed an increase in ability to listen to other cultural views.

Spring Workshop Series: Intercultural Communication

Attendance: 26

Objective: Increase understanding of intercultural communication, Increase ability to recognize bias, Increase sensitivity to other cultures.

Event Summary: This program continues to be a favorite among the speaker series topics. The partnership with international week does help the attendance, however it was less this year than the previous. We will evaluate the effectiveness of including this as part of International Week. Dr. Hernandez Katz continues to be ideal for this program This is a partnership that is beneficial to everyone. Students found this program to be very informative and fun. The evaluations show that this program has a big impact and valuable to the students. 100% of the participants showed; an increase in understanding of intercultural communications, an increase in ability to recognize bias, and an increase in sensitivity to other cultures.

Spring Workshop Series: Understanding Islam

Attendance: 24

Objective: Increase sensitivity to other cultures, Increase understanding of the Islamic culture.

Event Summary: This program is very educational. The participants were very engaged, given the topic. The speaker does a great job in explaining and not preaching. His style is very comfortable for everyone to learn. The students saw the program as very informative and interesting as well. There was not conflict with anyone in the audience. We did have a guard in the room just to have a presence of authority given the nature of this topic and the community safety concerns. 88% of participants showed an increase in knowledge of Islam. 89% of participants showed an increase insensitivity to other cultures. 94% of participants showed and increase in understanding of Islamic culture and practices.

Spring Workshop Series: Social Media and Diversity

Attendance: 15

Objective: Increase knowledge of the influence of media on diversity, Increase awareness of diverse representation in media. .

Event Summary: This program continues to be a challenge. The idea is to discuss diversity in social media platforms and social media discussions. Although the participants enjoyed the program, it was not in line of what we were looking for. The speaker was average. The topic did not draw an interest from the general student population, at least not as to what we thought it would. Given the diversity discussion on social media, we felt this was a needed program, however the students we not drawn to this one. 81% of participants showed an increase in knowledge of diversity. 89% of participants showed an increase in the influence of media on diversity. 81% showed an increase in awareness of diversity representation in the media.

Spring Workshop Series: Microaggressions

Attendance: 27

Objective: Increase knowledge about microaggressions, Increase ability to have conversations about microaggressions.

Event Summary: This program was unique in that we held this in the McDermott library auditorium and included a student panel. The student panel was a hit with the audience. It was very well received and very interesting. The panel format created an open dialogue for the audience. The student perspectives and experiences were the highlight of the program. 94% of participants showed an increase in knowledge of microaggressions. 94% showed an increase in ability to apply information into daily life. 95% of participants showed an increase in ability to have conversations about microaggressions.

Spring Workshop Series: Inclusive Leadership

Attendance: 18

Objective: Increase understanding of leadership and diversity, Increase awareness of being a diverse conscious leader.

Event Summary: We brought in a new speaker for this program He was a good choice and very knowledgeable about the subject. He brought in a new perspective that we have not had here on campus, being that he was from law enforcement. His presentation style was very comfortable and he seemed to also be enjoying the audience. The participants were very engaged and interactive with the presentation. We hope to have him again. However the evaluation report data did not show a high level of support for his presentation. 77% of participants showed an increase in knowledge of diversity. 77% of participants showed an increase in understanding of leadership and diversity. 94% of participants showed an increase in awareness of being a diverse conscious leader.

PROFESSIONAL STAFF ACTIVITY

UNIVERSITY COMMITTEE SERVICE

Arthur Gregg

- URM Recruitment Committee- Enrollment Services
- Bias Response Team
- UT Dallas First Gen

Danny Cordova

- Staff Council
- New Student Engagement Board
- ODCE Diversity and Equity Committee

Bruce August, Jr.

- Black Faculty Staff Alliance Employee Resource Group, **President**
- Employee Resource Group Leadership Council
- Student Union Advisory Committee
- Weeks of Welcome Planning Committee
- Student Affairs Professional Development Committee: Onboarding
- New Student Engagement Board: Service Learning Subcommittee
- African American Student Success Taskforce
- Latinx Student Success Network
- Men Arriving Ready for Success Initiative Committee

Monica Williamson

- New Student Engagement Board
- URM Recruitment Committee-Enrollment Services

Klarissa Perez

- African American Student Success Taskforce
- Latinx Student Success Network
- Welcome Back Block Party Committee
- Culture of Equity Committee
- ODCE Professional Development Day Committee

D'Andrea Young

- African American Student Success Taskforce
- Culture of Equity Committee
- ODCE Professional Development Committee

PRESENTATIONS

Arthur Gregg

- Corporate Day, UT Dallas
- Texas Association of Black Personnel in Higher Ed (TABPHE)
- LeaderShape Sessions
- AAMAB Presentation to Richardson ISD

Bruce August, Jr.

- Corporate Day, UT Dallas
- Student Affairs On-Boarding Presentation
- African-American Male Empowerment Symposium, Trinity Valley Community College, Athens, TX
- Building your Brand, Office of Diversity Community & Engagement Staff Retreat

Danny Cordova

- Diversity 101 presentations, freshman seminar class
- Corporate Day, UT Dallas
- Implicit Bias, CTL
- OTM training
- PA training
- SUAAB training
- BaFa BaFa, LLC

Monica Williamson

- Jackie Robinson Foundation Scholars Orientation
- Office of Enrollment Services Staff Training Presentation
- Office of Undergraduate Education Training Presentation

Klarissa Perez

- Diversity 101 presentations, Freshman Seminar Class
- Let's Talk Labels, Latinx

D'Andrea Young

- N/A

TRAVEL /PROFESSIONAL DEVELOPMENT (STAFF)

Arthur Gregg

- Texas Association of Black Personnel in Higher Education Conference (TABPHE)
- Microaggressions, Macroaggressions & Microaffirmations Webinar
- Dallas Urban Summit, UT Dallas Office of Diversity & Community Engagement Professional Development Day

Bruce August, Jr.

- Texas Association of Black Personnel in Higher Education Conference (TABPHE)
- American Association of Blacks in Higher Education National Conference, Indianapolis, IN
- Microaggressions, Macroaggressions & Microaffirmations Webinar
- Attracting Mentors for Minority Students: Strategies and Best Practices Webinar
- Institute for Peer Mentoring Training, UT Dallas
- Office of Diversity & Community Engagement Professional Development Day
- Code Switching or Soul Switching, Black Women in STEM

Monica Williamson

- National Conference on Race and Ethnicity (NCORE) Portland
- Student Conference on Latinx Affairs (SCOLA) College Station
- Southwestern Black Student Leadership Conference (SBSLC) College Station
- United States Hispanic Leadership Institute (USHLI)
- UT System Developing Future Women Leaders in the UT System
- Office of Diversity & Community Engagement Professional Development Day
- Discover UTD and Counselor Updates-Enrollment Services

Danny Cordova

- National Student Leadership Conference Diversity Convention, Atlanta.
- Office of Diversity & Community Engagement Professional Development Day.
- Implicit Bias, Deloitte workshop
- Dallas Urban Summit. UTD.

Klarissa Perez

- SAFE Zone
- Green Zone
- Catch Comet Pride
- LGBT+ Ally 2.0
- National Student Leadership Conference Diversity Convention, Atlanta.
- NASAP: First Generation Students, Orlando
- MSC Student Conference on Latinx Affairs (SCOLA) College Station
- Office of Diversity & Community Engagement Professional Development Day
- Microaggressions, Macroaggressions & Microaffirmations Webinar

D'Andrea Young

- LGBT+ Ally 2.0
- Microaggressions, Macroaggressions & Microaffirmations Webinar
- UTD Office of Diversity & Community Engagement Professional Development Day



Student Centered.
Diversity Driven.