

## Center for Diversity and Inclusion

### FY2015 PROGRAM QUESTIONNAIRE RESPONSES

#### *1. Executive Summary.*

In the summer of 2013, a Multicultural Student Services Task Force was charged with identifying the feasibility of creating a new department/center that focuses on addressing the needs of the diverse University of Houston student population. By way of data obtained through benchmarking twenty-two institutions of higher education, reviewing existing multicultural programs and services, conducting a focus group with student leaders, and administering a campus-wide student survey in which 85% of the students expressed a desire for such a center, the Task Force concluded that a multicultural center should be created at the University of Houston. This center would exist to celebrate students from all different backgrounds by promoting unity and awareness of all groups, as well as support and collaborate with existing campus partners and those in the surrounding community. The center plans to engage in a demonstration its impact and support of Student Success in the formation years based on the recommendation of the committee in the following activities in support of the proposed mission. The Task Force recommended an initial staffing structure that would include a Director, administrative assistant, program coordinator, graduate assistant, and student workers and the center would be named the “Center for Diversity and Inclusion”.

General themes from departments surveyed suggested that the Center for Diversity and Inclusion can:

- function as a referral center
- serve students who do not meet the specific criteria to participate in existing programs
- co-sponsor events with other departments
- provide a student lounge
- assist with educating the greater campus community regarding the needs, strengths, and challenges of diverse student populations
- establish a council to exchange information regarding ongoing programs to assess students’ needs and to discuss opportunities for collaboration.

#### Mission

To foster an inclusive university community by supporting and developing programs that respond to the needs of our highly diverse student population.

#### Programs/Services

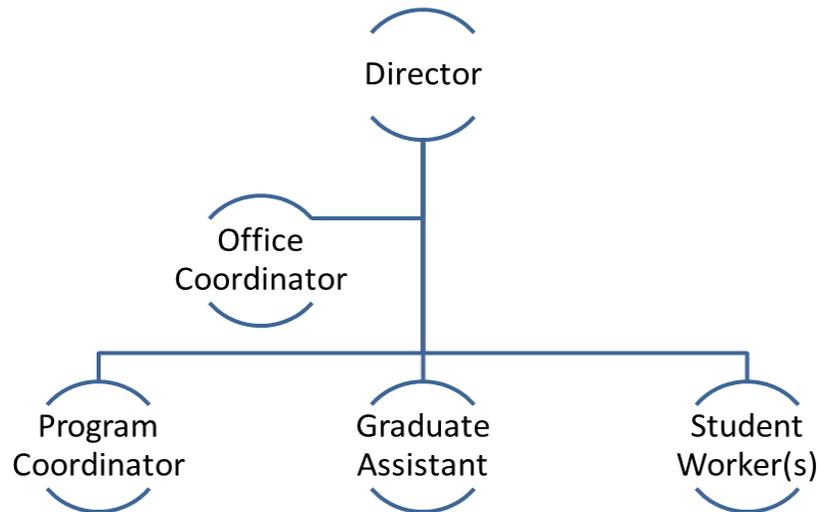
The center will develop original programming and partner with departments and student organizations in the following areas:

1. Diversity and inclusion educational programs
2. UH community events celebrating the rich cultural diversity of this campus
3. Social justice advocacy
4. Access to the rich cultural and artistic environment in Houston
5. Student Success programs and services which support diverse student population

The complete report of the task force is included as supporting documentation.

2. **Organization Chart.**

## Proposed Staffing Structure for Center for Diversity and Inclusion



3. **List FY13 Objectives.**

The Task Force formation and work was a direct result of the Division of Student Affairs Strategic Initiative #3.) “Foster the creation of a global learning community that actualizes and embraces inclusion while preparing students to become active citizens.”

Action step: Explore the feasibility of creating and implementing a Multicultural Student Affairs department to assess and increase the division’s contribution to and support of a diverse student body and fostering a global learning community on campus.

4. **Evaluation.**

Based on the information that the Multicultural Student Services Task Force obtained after benchmarking twenty-two institutions of higher education, reviewing existing multicultural programs and services, conducting a focus group with student leaders, and administering a campus-wide student survey, the committee’s recommendation is that a multicultural department/center should be created at the University of Houston.

A survey was also sent to approximately 22,367 UH students on June 18, 2013. A total of 807 students responded by the July 8, 2013 deadline. Eighty-two percent indicated a need for a multicultural student services department/center at UH.

5. **Budget Changes.**

The Center for Diversity and Inclusion is a new initiative for the Division of Student Affairs and Enrollment Services. Therefore, this is a new funding request.

6. ***FY15 Objectives.***

**DSAES Strategic Initiative 3B:** Establish co-curricular, globally focused initiatives that provide students with opportunities for engagement on campus, in our surrounding environments, and beyond.

**DSAES Strategic Initiative 3C:** Explore and enhance multicultural-based collaborative programs with departments outside of the Division and in partnership with agencies in our surrounding environments.

CDI Action Steps for 2014-2015: Programming and collaboration are in the programs/services that the center will provide. In the first year the center will intentionally build the collaborations needed to provide opportunities for engagement.

**DSAES Strategic Initiative 3D:** Establish and implement a campus climate survey in collaboration with Institutional Research to identify opportunities to actualize an inclusive and global learning community.

CDI Action Steps for 2014-2015: With a partnership with the IR and VPSAES there will be a campus-wide climate survey undertaken in the 2014-2015 year.

**DSAES Strategic Initiative 1B:** Establish supportive and advocacy based programs and services for commuter, transfer, adult, non-traditional and graduate students.

CDI Action Steps for 2014-2015: Form the foundation of understanding where the center will be able to support and advocate for these groups in order to include them in the center's impact toward student success initiatives.

7. ***Other Sources of Funding.***

The Vice President for Student Affairs office has identified some state funds to support partial funding of staff salaries. The Center for Diversity and Inclusion would work closely with the Director for Advancement in the Office of the Vice Chancellor/Vice President of Student Affairs and Enrollment Services once the center is established to begin to identify other sources of funding that may be available.

8. ***Overlap.***

As an identified need, no other single unit on campus performs the proposed function that the Center for Diversity and Inclusion would serve. However, one of the initiatives would be to collaborate with existing programs, organizations, and departments across campus.

A partial listing of collaborations by departments was identified by the task force. These collaborations may include:

- AD Bruce Religion Center
- African American Studies

- Asian American Studies
- Center for Mexican American Studies
- Center for Students with disABILITIES
- Council of Ethnic Organizations (and/or other registered student organization (cultural or ethnically themed)
- International Student and Scholar Services Office
- LGBT Resource Center
- PROMES
- Urban Experience Program
- Women's Resource Center