

CENTER FOR DIVERSITY & INCLUSION



Student Fees Advisory Committee (SFAC)
BASE AUGMENTATION REQUEST FOR FY17

Student Fees Advisory Committee-Center for Diversity and Inclusion Requests

FY 2017 Base Augmentation Request #1-The Center for Diversity and Inclusion Programming

The Center for Diversity and Inclusion would like to request an increase in base funding to help provide additional diversity and inclusion programs and educational opportunities for students on a permanent basis. The Center would like to request SFAC to permanently fund \$74,200 that have been supported through one-time approvals for the first two years of the Center's existence.

The programming and educational opportunities include collaborations between student organizations and departments. It also includes signature programming such as Fall Speaker Series, Cultural Conversations, Culture Connect Week, Diversity Institute, and diversity workshops. Base funding will provide the Center with more structured/permanent funding that allows the Center for Diversity and Inclusion to continue to remain a vital department that contributes to advancing diversity education, inclusion practices and student support on campus. Additionally, the Center's vision, goals, and services align with the Division of Student Affairs and Enrollment Services Strategic Plan.

Link to Division of Student Affairs Strategic Initiatives:

1. d.-Create a greater variety of student involvement initiatives that focus on the development of a vibrant campus life, including expanded evening and weekend programs
3. b.-Establish co-curricular, globally focused initiatives that provide students with opportunities for engagement on campus, in our surrounding environments, and beyond.
3. c.-Explore and enhance multicultural-based collaborative programs with departments outside of the Division and in partnership with agencies in our surrounding environments
3. d -Establish and implement a campus climate survey in collaboration with Institutional Research to identify opportunities to actualize an inclusive and global learning community
3. e. -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.
6. a.-Collaborate with the Division of Academic Affairs to develop proactive initiatives and research that positively impact student retention and graduation rates

Base Augmentation FY16

\$70,000	Convert One-Time Funding for FY16 to Base for FY17
<u>\$4,200</u>	<u>6% Administrative Charge</u>
\$74, 200	Grand Total

Number of Events hosted by Center 2014 - 2015	
Total Number of Programs for UH Students	33
Name of Program	Program Attendance
Game Night - Meet and Greet	90
Ribbon Cutting	135
Cultural Conversations - Discrimination in the News	11
Women's Panel - Women's History Month	32
Dear White People Movie Screening	250
Spring Speaker Series: Black in America	800
Thursday Night Fusion	220
Cultural Musical Chairs/ Cat's Back SC Grand Opening	65
Cultural Conversation: Life of an International Student	25
Veteran's Student Services - Veteran's Appreciation	20
Bruce Religion Center - Cultural Conversation: Religion vs. Spirituality	21
Residence Life - Filipino Culture Connection	30
UH Wellness - Are you culturally well?	40
International Students and Scholars Office - What is there to do in Houston?	50
CAPS - Diversity Institute	61
CEO - Speaker Matt Glowacki (medium)	54
MLK Celebration	125
"My Favorite Lecture: Queer Diversities"	42
Ferguson: The aftermath	22
Attendance total	2093
Total Number of Diversity Presentations	30
Who we Presented to...	Presentation Attendance
Total Number of students who participated in DEPs	4424
Dean of Students Commuter Assistant Student Staff	26
Campus Recreation Student Staff	90
College of Optometry Students	7
Residence Life Resident Assistants	170
CFSL - Sigma Chi Fraternity	35
Bauer College of Business - UBP	80
Diversity Institute - If You Really Knew Me	12
Diversity Institute - Inclusive Language	15
Inclusive Language General Presentation	6
Orientation Team Leader and Staff Training	40
Residence Life - Fall15 RA Training	170
CFSL - President's Leadership Summit	51
Orientation - Diversity Challenge for Incoming Students	3402
Cub Camp Counselors	40
Cub Camp Incoming Students	280

FY2017 Base Augmentation Request #2– Diversity Education Coordinator

The Center for Diversity and Inclusion provides the University of Houston (UH) students learning and development opportunities in the areas of social justice and cultural competency. The Center supports the diversity on campus by embracing the identities, experiences and diverse talents of our student population and transforms them into cultural competency – a skill largely learned outside of the classroom setting but is a necessity in today’s global workforce. The Center provides customized diversity trainings and a variety diversity workshop series. The Center also has a goal to establish a diversity certificate program within the year. In order to reach this goal, the staff must increase the number of workshops offered each semester during its workshop series.

While diversity workshops and trainings are an essential part of the Center’s mission there are additional services the department offers. These services include providing student development through the CDI Ambassador program and the Achievement Initiative for Minority Males program, hosting events that celebrate various cultures, collaborating with other departments and student organizations, and providing outreach in the community. Within the first year, the Center has been able to reach over 6,000 students, sponsor and/or co-sponsor 33 programs, and facilitate 30 diversity education presentations.

The Center’s services have dramatically increased each semester. With the current staff structure it will be difficult for the Center to maintain or increase its services. Having an additional coordinator to assist with student diversity trainings and other diversity education opportunities will enable the Center to maintain quality training offerings, enhance learning and development of attendees and will allow a larger campus reach.

Diversity Education Coordinator – Center for Diversity and Inclusion could have the following duties:

- Assist Director of the Center for Diversity and Inclusion facilitate student diversity trainings
- Develop, implement, and assess all diversity trainings the Center provides
- Organize, plan, assess and evaluate Diversity Institute, a one-day diversity conference.
- Advise the Cultural Student Organization Roundtable
- Provide students with avenues by which to promote cultural inclusion and sensitivity within their organizations
- Support the Director of the Center for Diversity and Inclusion with the diversity certificate program
- Manage the Center’s Resource Library
- Research, plan, and implement the Minority Graduation Ceremony for student graduates and their families
- Create a campus bi-weekly diversity newsletter highlighting the diversity on campus
- Create an 8 week intensive diversity leadership program for students

DSAES 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 3.2: Establish co-curricular, globally focused initiatives that provide students with opportunities for engagement on campus, in our surrounding environments and beyond.

Strategic Initiative #1: Create new opportunities for student success through learning, engagement and discovery.

Action Step 1.3: Develop a multi-year co-curricular leadership experience for students utilizing the concepts of leadership theory and self-discovery in partnership with Academic Affairs.

Funding Request

Base Augmentation Request:

Salary \$37,500

Benefits \$13,125

Admin Fee \$3,038

Total \$52,663

FY2017 Base Augmentation Request #3-Achievement Initiative for Minority Males (A.I.M.M.) Programming

In fall 2014, the Center for Diversity and Inclusion researched minority male initiative programs at other institutions and look at the feasibility of creating a program at the University of Houston. February 2015, the Center established an application process and emailed all freshmen, sophomore and junior African American and Hispanic males at the University of Houston. Over 90 males applied to the program. After interviews and reviewing the application materials 16 males were chosen. The initiative is a one of a kind program that helps with the recruitment and retention of African American and Hispanic males. The program has academic, leadership, service and mentorship components. A.I.M.M. leaders meet bi-weekly for workshops, participate in leadership retreats, attend conferences and engage in the community.

Starting Spring 2016, A.I.M.M. will host a one-day college program for minority males that attend high school in the Third Ward. The high school college program is a recruitment initiative that provides African American and Hispanic 10th grade high school males with a personalized in depth look at UH from a student's perspective. The college program will include workshops from Admissions, Financial Aid, and academic departments. Participants will have lunch with A.I.M.M. students and mentors. This will be a pipeline program to aid in assisting the university with increasing the number of applicants of African American and Hispanic males at UH.

The Black and Brown College Bound conference held in February in Tampa, Florida is one of the few conferences that targets both African American and Hispanic college male students. The conference includes national experts, students and educational leaders that discuss programs and strategies that increase the academic achievement of minority males in higher education. Students have the opportunity to present at the conference, network with companies and hear from keynote speakers such as Colin Powell, former United States Secretary of State.

Due to the A.I.M.M. program increasing its membership by 50% in less than a year and plans to create a pipeline program for minority males in high school, the Center for Diversity and Inclusion does not have the needed funding to support the programming associated with the initiative. Additionally the Center's funding to expose members of the initiative to conferences such as Black and Bound College Bound is limited.

DSAES Strategic Initiative:

Strategic Initiative #1: Create new opportunities for student success through learning, engagement and discovery

Action Step 1.3: Develop a multi-year co-curricular leadership experience for students utilizing the concepts of leadership theory and self-discovery in partnership with Academic 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 3.2: Establish co-curricular, globally focused initiatives that provide students with opportunities for engagement on campus, in our surrounding environments and beyond

Funding Request

Leadership Retreat	\$1,500
Marketing Materials	\$2,000
High School Recruitment Program	\$4,000
Black and Brown Conference	\$7,000
Admin Fee	\$870
Total	\$15,370

FY2017 Base Augmentation Request #4-Campus MLK Celebration

The Center for Diversity and Inclusion has been tasked with revamping the campus MLK Celebration. This celebration has taken many forms in the past and the last two years was housed under the Office of Governmental and Community Relations. During the spring semester, the Office of Governmental and Community Relations stated they could no longer fund nor continue to organize the event. The Center for Diversity and Inclusion has been tasked with leading a committee composed of students, faculty, and staff to create a inclusive campus-wide celebration.

The Center for Diversity and Inclusion is not in a financial position to fund a campus-wide celebration that embodies the spirit of Dr. Martin Luther King, Jr. Funding for this program will help support what will become a signature campus event that will include a nationally known speaker or artist.

DSAES Strategic Initiative:

Strategic Initiative #1: Create new opportunities for student success through learning, engagement and discovery

Action Step 1.4: Create a greater variety of student involvement initiatives that focus on the development of a vibrant campus life, including expanded evening and weekend programs

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 3.3: Explore and enhance multicultural-based collaborative programs with departments outside of the Division and in partnership with agencies and surrounding environments.

Funding Request

Marketing	\$5,000
Speaker/Artist	\$20,000
Admin Fee	\$1500
Total	\$26,500

CENTER FOR DIVERSITY & INCLUSION



Student Fees Advisory Committee (SFAC)
ONE TIME FUNDING ALLOCATION REQUEST FOR FY16

FY2016 One-Time Request #1– Diversity Education Coordinator

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- Manage the Center’s Resource Library
- Research, plan, and implement the Minority Graduation Ceremony for student graduates and their families
- Create a campus bi-weekly diversity newsletter highlighting the diversity programs, events, and services on campus
- Create an 8 week intensive diversity leadership program for students

DSAES 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 3.2: Establish co-curricular, globally focused initiatives that provide students with opportunities for engagement on campus, in our surrounding environments and beyond.

Strategic Initiative #1: Create new opportunities for student success through learning, engagement and discovery.

Action Step 1.3: Develop a multi-year co-curricular leadership experience for students utilizing the concepts of leadership theory and self-discovery in partnership with Academic Affairs.

Funding Request:

Base Augmentation Request:

Salary	\$8,886
Benefits	\$3,110.10
Admin Fee	\$719.77
Total	\$12,715.87

FY 2016 One-Time Request #2-Achievement Initiative for Minority Males (A.I.M.M.) Programming

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DSAES Strategic Initiative:

Strategic Initiative #1: Create new opportunities for student success through learning, engagement and discovery

Action Step 1.3: Develop a multi-year co-curricular leadership experience for students utilizing the concepts of leadership theory and self-discovery in partnership with Academic 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 3.2: Establish co-curricular, globally focused initiatives that provide students with opportunities for engagement on campus, in our surrounding environments and beyond

Funding Request

Leadership Retreat	\$1,500
High School Recruitment Program	\$4,000
Black and Brown Conference	\$7,000
<u>Admin Fee</u>	<u>\$750</u>
Total	\$13,250