

CENTER FOR DIVERSITY AND INCLUSION



UNIVERSITY of
HOUSTON
CENTER for DIVERSITY & INCLUSION

Student Fees Advisory Committee (SFAC) ONE-TIME FUNDING ALLOCATION REQUESTS FOR FY 2017

2017 One-Time Request #1-Graduate Assistant-Achievement Initiative for Minority Males (A.I.M.M.)

The Center for Diversity and Inclusion is working to assist the university in the recruitment and retention of African American and Hispanic males. Creating the Achievement Initiative for Minority Males (A.I.M.M.) is one avenue to attract and retain minority males at the University of Houston. The program has academic, leadership, service and mentorship components. The first cohort created in spring 2015 included 16 upperclassmen. This fall the second cohort was added and A.I.M.M. membership has now doubled in less than a year. In order for the initiative to be more sustainable it is imperative that there is a graduate assistant to support the Director of the Center for Diversity and Inclusion with the program. Many institutions that have a similar program as A.I.M.M has at least one full-time staff person and/or graduate assistant that is solely responsible for the program.

The graduate assistant for A.I.M.M. would have the following duties:

- Advise, lead, and provide support to members
- Organize bi-weekly meetings and workshops
- Provide academic support working in conjunction with campus academic resources
- Correspond with mentors and guest speakers
- Provide assessments for program and members
- Assist with the tutor training schedules
- Oversee marketing and social media
- Assist Director of the Center for Diversity and Inclusion with minority male high school recruitment event

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

Salary Cost (\$1,200/month X 6 months)	\$7,200
\$150 monthly insurance stipend	\$900
6% Administrative Fee	\$486
Total Cost to fully fund GA	\$8,586

2017 One-Time Request #2 Ceceilyn Miller Institute for Leadership and Diversity in America

The Center for Diversity and Inclusion (CDI) provides educational opportunities for students to increase their knowledge about themselves and others. The Center hosts one hour diversity related workshops throughout the year. However, the department is more successful in our outreach and training and development when we provide workshops to students in a large group setting. In order to expose and educate many UH students' at one time on topics such as leading in a multicultural workplace, immigration experience, or discussing issues with race, it is imperative that we bring in an outside organization to assist. Numerous higher education institutions and companies link leadership and diversity development together as essential tools to obtain. It is imperative that we as a diverse institution committed to diversity and inclusion give our students skills, trainings and experiences that will aid them as a UH student and a future graduate. The Ceceilyn Miller Institute for Leadership and Diversity in America is a one day diversity and leadership training that provides 2-3 trainers to facilitate 3 workshop sessions for over 150 students to explore issues of leadership and diversity.

Due to the increase in number of trainings offered and requested throughout the year and the launch of CDI's diversity certificate program (a part of Center for Student Involvement's LEADUH program), it is essential to have additional support and an outside perspective to aide in diversity education opportunities.

Ceceilyn Miller Institute for Leadership and Diversity in America

Program Fee Includes:

- Program Planning Consultation
- 3 Workshop Sessions
- 2-3 Senior CMI Trainers
- Program Administration
- Hotel & Ground Accommodations

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Funding Request

Institute Fee	\$7500
Marketing	\$800
Lunch	\$1500
6% Administrative Fee	\$588
Total Cost to fully fund program	\$10, 388

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Student Fees Advisory Committee (SFAC) ONE-TIME FUNDING ALLOCATION REQUESTS FOR FY 2018

2018 One-Time Request #1-Graduate Assistant-Achievement Initiative for Minority Males (A.I.M.M.)

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Funding Request

Salary Cost (\$1,200/month X 12 months)	\$14,400
\$150 monthly insurance stipend	\$1800
6% Administrative Fee	\$972.00
Total Cost to fully fund GA	\$17,172

FY 2018 One-Time Request #2-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 explored 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 attend bi-weekly workshops, participate in leadership retreats, travel to conferences and engage with the community. In 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.

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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