

CENTER FOR DIVERSITY & INCLUSION



Student Fees Advisory Committee (SFAC)
BASE AUGMENTATION REQUEST FOR FY19

**Center for Diversity and Inclusion
FY2019 Base Augmentation Request #1- Assistant Director**

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 has dramatically increased the number of programs, workshops, and number of attendees at these events and continues to be called upon to assist the campus with various elements of diversity. This year the Center increased the number of workshops offered by 172% (66-FY16 to 114-FY17) and the total number of attendees by 135% (6,190-FY16 to 8,393-FY17). While this is very positive for the Center which was established fall 2014, it has become a challenge as there are only three full-time staff members in CDI to provide diversity and inclusion workshops, programs, and initiatives for the entire campus. In order to meet the demand while being excellent in our roles and expand our work, it is imperative that the Center hire an assistant director as we continue to grow as a department.

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.

Assistant Director – Center for Diversity and Inclusion could have the following duties:

- Develop and facilitate diversity and inclusion trainings, workshops, and professional development opportunities
- Assist the Director with community projects and collaborate with students, faculty, and staff members to increase diversity and inclusiveness representation on campus
- Oversee and manage the Achievement Initiative for Minority Males program
- Develop and implement a strategy to infuse diversity, equity, and inclusion within Residential Life and help create a Social Justice Living Learning Community
- Create, organize, and assess an off-campus Diversity Leadership Summit in partnership with Texas State University
- Oversee the department’s assessments, data analysis and reporting
- Supervise and provide professional development for one full-time staff member, Diversity Education Coordinator, and graduate intern(s)
- Work with the Director to deliver online seminars and/or workshops to the campus community to foster inclusiveness, equity, and social justice and increase awareness of diversity issues
- Create, organize, and implement various identity development based initiatives
- Create, implement, and assesses high level programming for underrepresented populations that the Center currently does not serve
- Strive to keep general knowledge and awareness of pedagogical strategies for engaging diversity issues through critical self-education and professional development
- Serves on a variety of committees and projects within the greater campus community
- Perform other duties as assigned

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 | |
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| Base Augmentation Request | Amount |
| Salary | \$53,000 |
| Benefits | \$18,550 |
| Admin Fee | \$4,293.00 |
| Professional Development | \$3,000.00 |
| Admin Fee for Professional Development | \$180.00 |
| Total | \$79,023.00 |