

# CENTER FOR DIVERSITY & INCLUSION



## Student Fees Advisory Committee (SFAC) Presentation for FY 2018 - 2019



# YOU BELONG

# Center for Diversity and Inclusion

## Mission:

The Center for Diversity and Inclusion fosters an inclusive university community by providing **services, programs, and support** that engage, empower, and educate our highly diverse student population and campus partners



***ENGAGE***



***EMPOWER***



***EDUCATE***

# ***ENGAGE***

CDI engages campus constituents by providing intercultural dialogues, university program partnerships, and highlighting organizations and services that promote diversity and inclusion.

# ***EMPOWER***

CDI empowers students to celebrate and appreciate their cultural heritage and others by offering transformative diverse campus programming and by providing leadership experiences that maximize their potential. The Center is an avenue for developing students' sense of belonging.

# ***EDUCATE***

CDI educates the University of Houston campus by offering meaningful educational programs, lecture series, and workshops that advance diversity education and cultural competence. The Center also serves as a change agent in fostering an inclusive environment.

# CDI's Link to UH Strategic Principles

## **Strategic Principle 3: Diversity**

The diversity of the UH System universities is a strength that distinguishes us among universities nationwide. Increasingly, the faculty, staff, administration and students of our universities will reflect the city of Houston's diversity

# CDI's Link to DSAES Strategic Initiatives

## Strategic Initiative 1

Create new opportunities for student success through learning, engagement and discovery

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.

1:5- Develop learning communities intentionally connected to academic and student affairs programs to enhance student success in support of the growing residential campus.

## Strategic Initiative 3

Foster the creation of a global learning community that actualizes and embraces inclusion while preparing students to become active citizens

3:2- Establish co-curricular, globally focused initiatives that provide students with opportunities for engagement on campus, in our surrounding environments, and beyond.

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

3:4- Establish and implement a campus climate survey in collaboration with Institutional Research to identify opportunities to actualize an inclusive and global learning community.

3:5- 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.

# CDI's Link to DSAES Strategic Initiatives

## Strategic Initiative 5

**Cultivate a collective identity that demonstrates a united vision**

5:2- Assess the current web presence and use of social media throughout the Division and implement Division expectations of website design and effective use of social media

5:3- Develop a comprehensive and integrated communications plan to increase awareness and understanding among the Division, the campus community and the surrounding environments about who we are, what we do, and who we serve

5:4- Expand the opportunities for staff involvement in division-wide initiatives programs and services

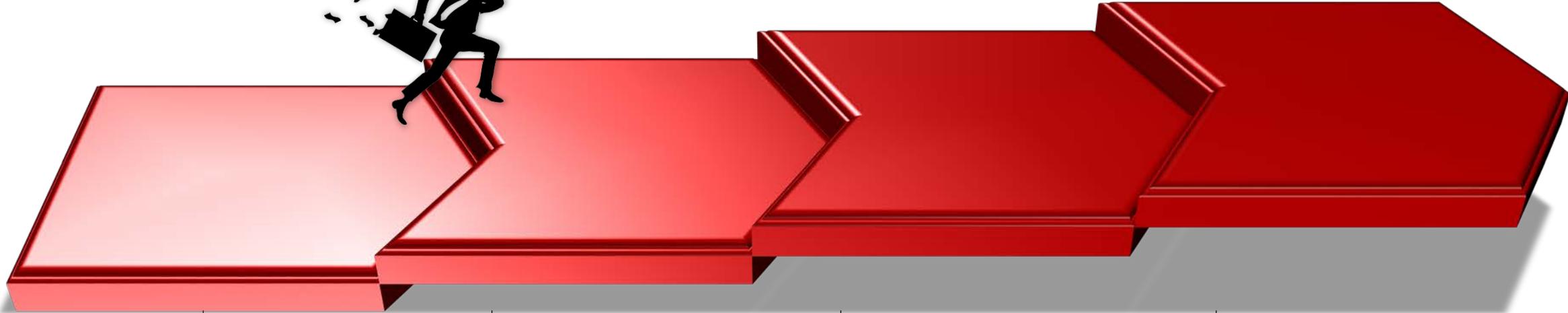
## Strategic Initiative 6

**Create and engage in strategic partnerships**

6:1- Collaborate with the Division of Academic Affairs to develop proactive initiatives and research that positively impact student retention and graduation rates.

6:2- Involve the Faculty Senate, Staff Council , Student Government Association and other shared governance groups in the Division's assessment and planning initiatives

# Progress Within a Year



Provided IDI Coaching to DSAES Senior Leadership Team

Revamped Center's marketing to focus on INCLUSION

Culture Connect Week –over 700 participants, 13 events

Developed additional workshops to include LGBTQ Awareness and Diversity 201

Administered the Campus Climate Survey

# Progress Within a Year



Increase the number of submissions to Diversity Calendar page

Staff presented at regional and national conferences

Diversity Workshops- College of Education (advisors), Communication Disorders and Sciences, Graduate School of Social Work, UH Health Center, and Admissions Department

Restructured CDI Ambassador program- Educators and Marketing and Outreach Team

Diversity Day with UH Libraries

# 2017 Achievements

# ENGAGE

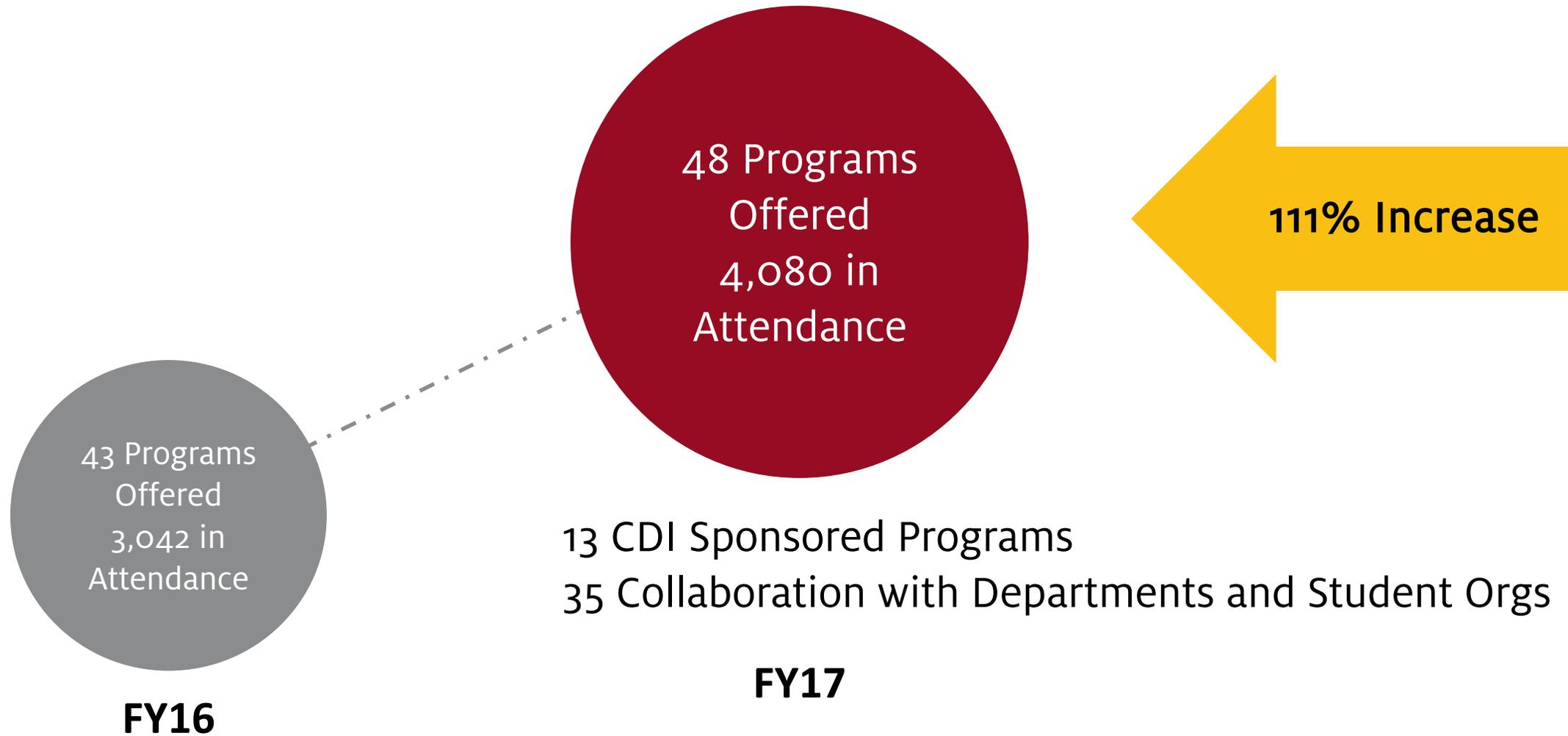
The number of people utilizing/booking the Center has increased by 275% since FY16

Culture Fiesta & Live at 5 organized and financially assisted with UEP, CFSL, LGBTQ, and CSI

### Cultural Month Celebrations

Black History Month, Women's History Month, Hispanic Heritage Month, LGBTQ History Month

## 2017 Achievements



# 2017 Achievements

# EMPOWER

AIMM members planned AIMM High Recruitment Event

MLK Commemorative Celebration record attendance and featured Houston Mayor Turner

Fall Speaker Series hosted Olympic gold-medalist Anthony Ervin and collaborated with UH Swim and Dive Team

# 2017 Achievements

# EDUCATE

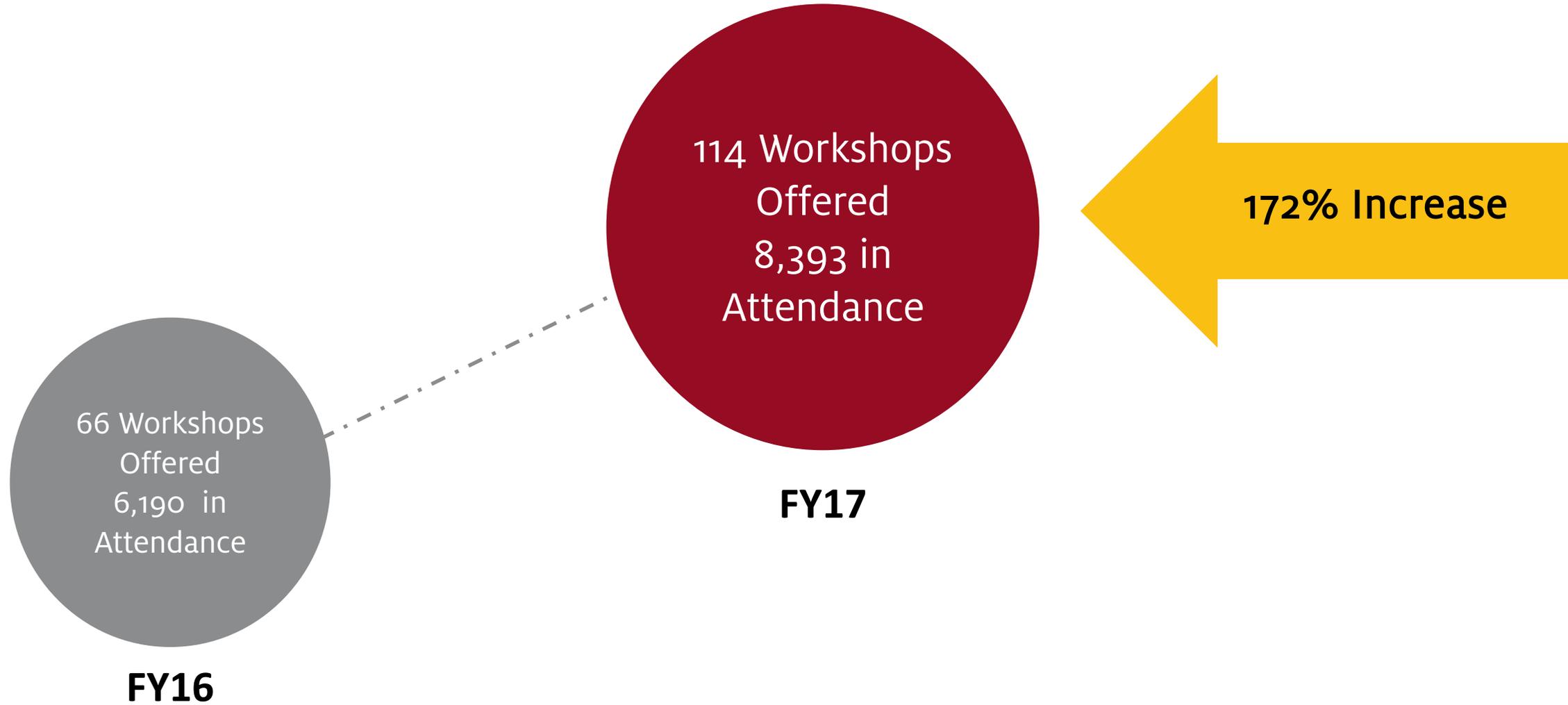
RISE Diversity Leadership Certificate program in partnership with the Center for Student Involvement LEADUH Series

Exploring Diversity, created and facilitated workshops that links diversity and inclusion to role as student leaders

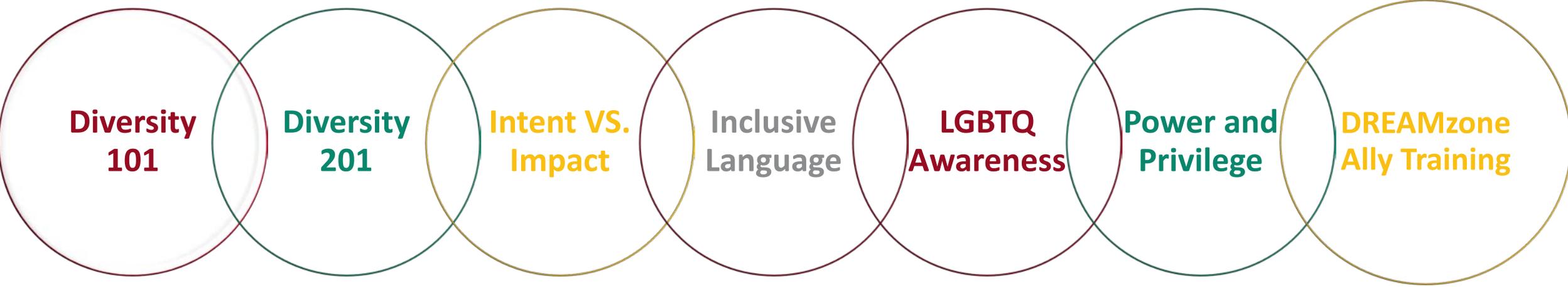
Ceceilyn Miller Institute on-campus diversity conference for undergraduate and graduate students with CSI

# 2017 Achievements

# EDUCATE



# Diversity Workshops Offered



**Diversity  
101**

**Diversity  
201**

**Intent VS.  
Impact**

**Inclusive  
Language**

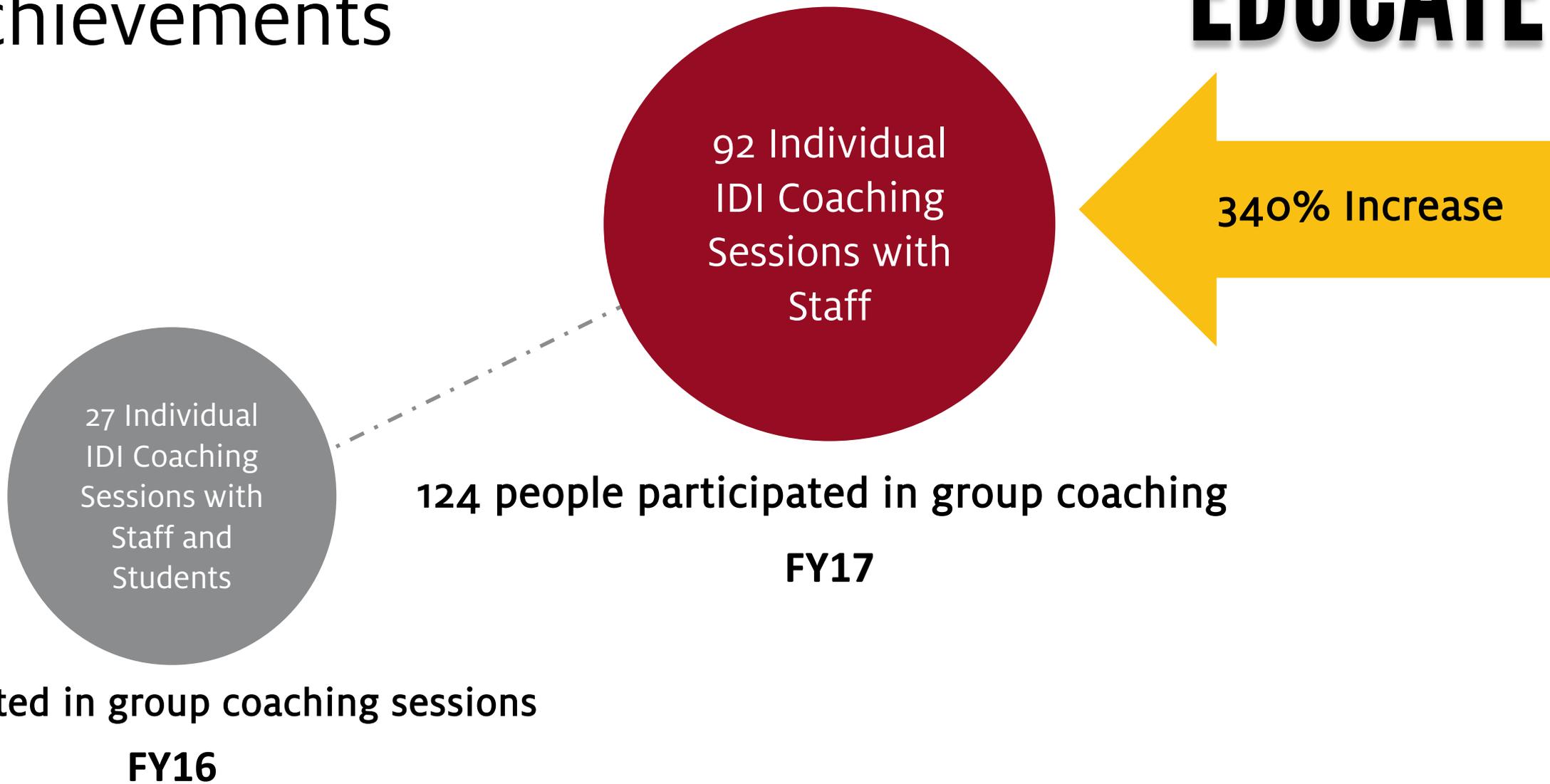
**LGBTQ  
Awareness**

**Power and  
Privilege**

**DREAMzone  
Ally Training**

# 2017 Achievements

# EDUCATE

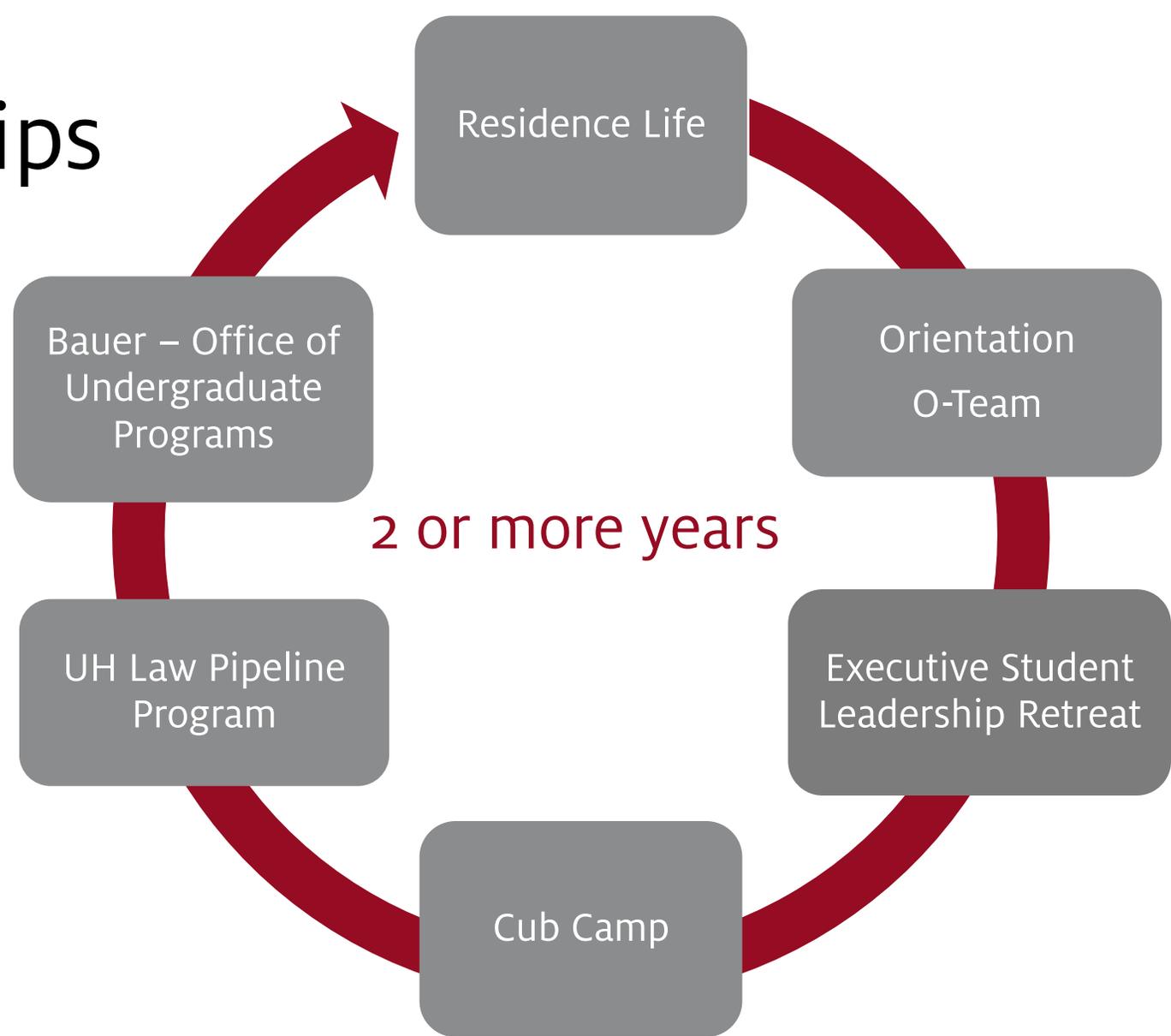


66 participated in group coaching sessions  
**FY16**

124 people participated in group coaching  
**FY17**

340% Increase

# Ongoing Partnerships



# Departmental Challenges

- AIMM membership has increased and needs more hands-on approach
- Limited staff (3) to manage high demand of programming and workshop requests from office
- The amount of time (research and development) for customized and scheduled diversity workshops is extensive

# One-Time & Base Allocations CDI Assistant Director

**\$18,961.00**

**\$79,023.00**



Facilitate student diversity trainings

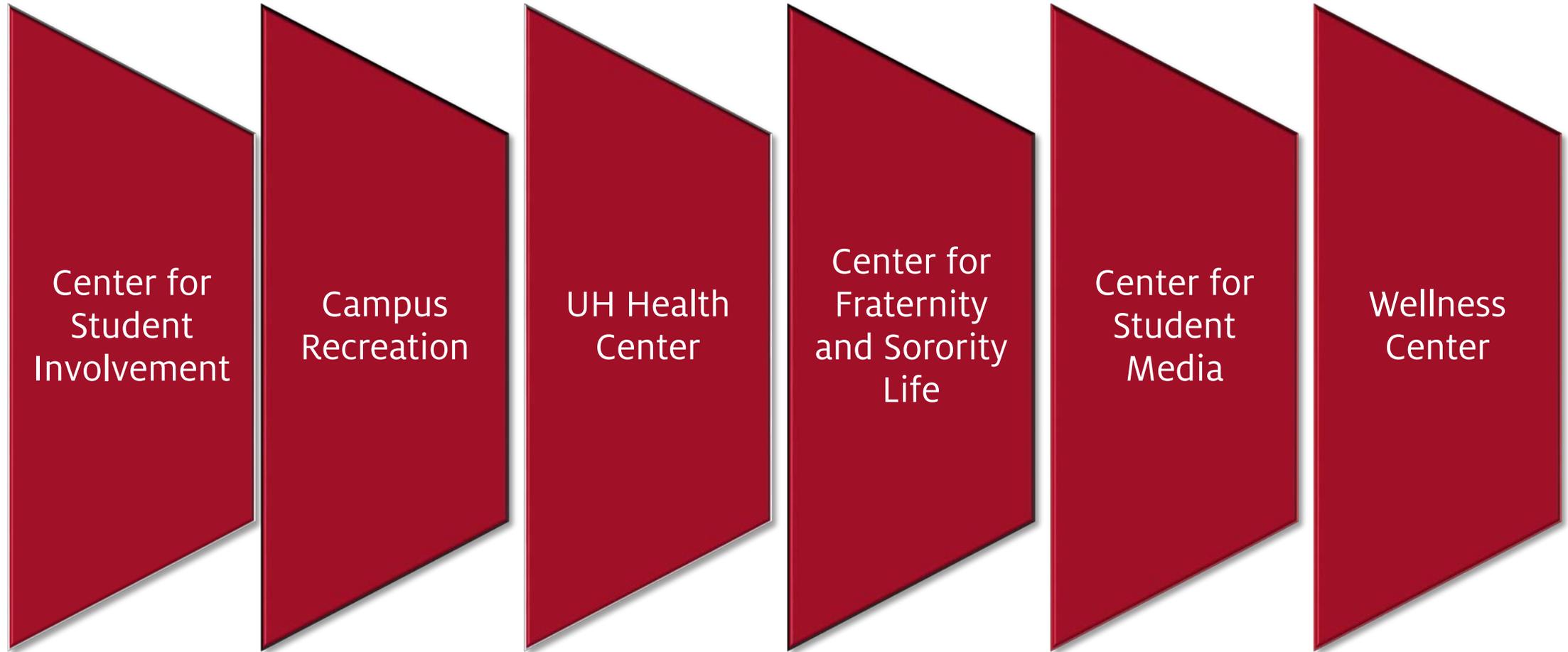
Supervise professional staff

Create, organize, and implement various identity based initiatives

Create a Social Justice Living Learning Community

8 Week Diversity Leadership Program

# Comparison of Other Departments



# 2019 One-Time Allocations AIMM



Leadership Retreat

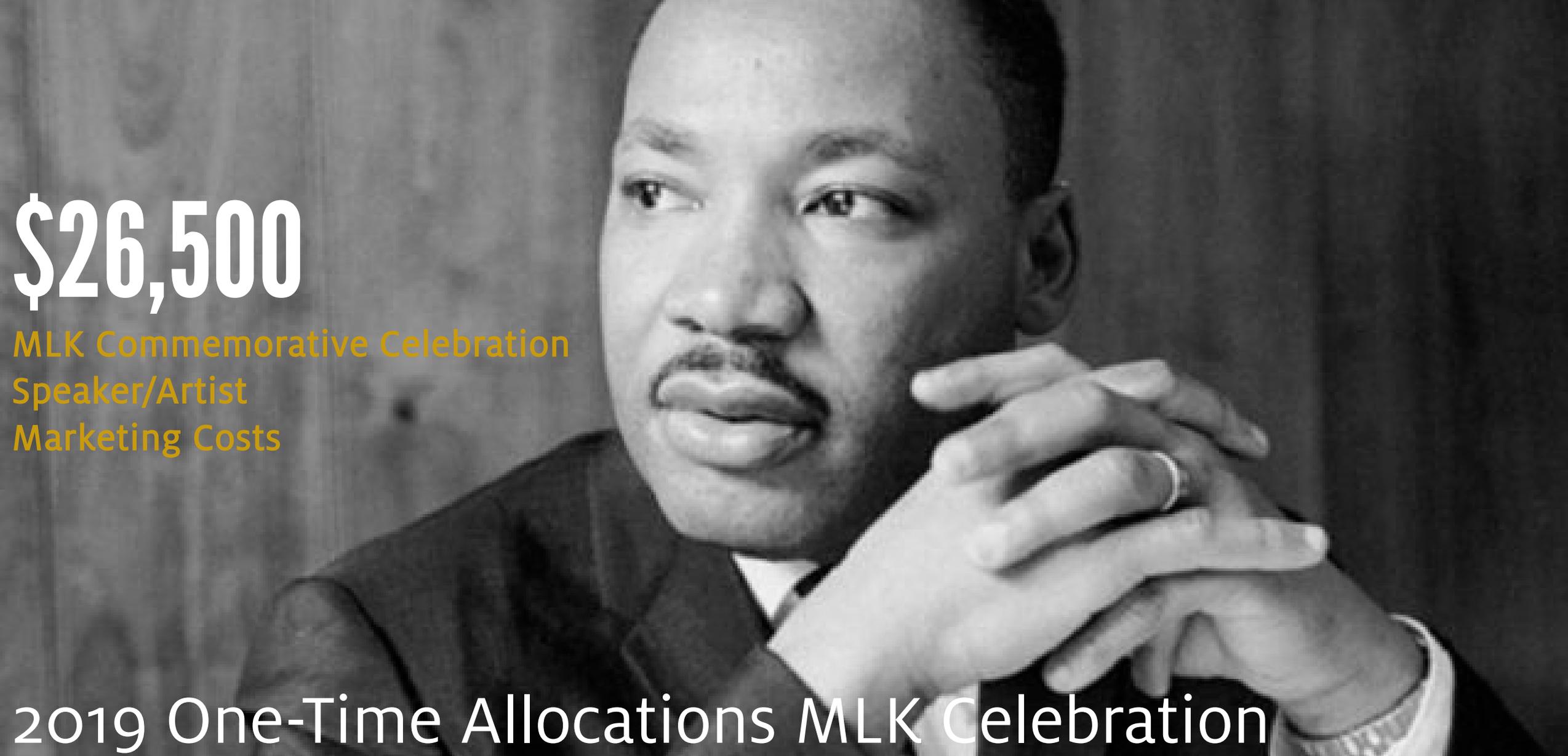


Black and Brown College Bound Conference

Achievement Initiative for Minority Males  
FY18 \$13,250



High School Mentoring Program



**\$26,500**

MLK Commemorative Celebration  
Speaker/Artist  
Marketing Costs

**2019 One-Time Allocations MLK Celebration**

# 2019 One-Time Allocations

**\$9,010**



Experiential Diversity Education Experience

Civil Rights Trail

Birmingham

Selma

Montgomery

Tuskegee

# SFAC 2017 Recommendation

- We hope that your unit continues to expand collaboration efforts, so that more services, events and programs hosted by other units are inclusive of the diverse student population.

# CDI DEPARTMENTAL COLLABORATIONS

Dean of Students • Women and Gender Resource Center • LGBTQ Resource Center  
• Urban Experience Program • Center for Student Involvement • Learning Abroad  
Center for Fraternity and Sorority Life • International Student and Scholar Services  
English Department • Hispanic Studies • Women, Gender and Sexuality Studies  
• Center for Mexican American Studies • Graduate College of Social Work •  
College of Education • Office of Governmental Relations • Career Services  
M.D. Anderson Library • Department of Communication Sciences and Disorders  
• Barnes and Noble • UH Law School • ADVANCE • Modern and Classical Languages  
College of Liberal Arts and Social Sciences • Student Housing and Residential Life  
UH Wellness • Commuter Student Services • Center for Students with DisABILITIES

92% of participants reported that the workshop(s) helped them understand the values, beliefs, communication styles and/or practices are important to members of another culture

77% of students were able to identify what inclusion is and how it applies to their role as a student/student leader

93% OF PARTICIPANTS FELT BETTER EQUIPPED TO ENGAGE IN CONVERSATIONS ABOUT DIVERSITY

*90% of participants stated they can be more effective in creating an inclusive campus environment*

93% of students reported being able to learn more about others

91% of participants were able to recognize a new perspective about their own cultural identities.

**97% OF STUDENTS WOULD RECOMMEND OUR WORKSHOPS TO OTHERS**



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DIVERSI

OR  
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We are the only department serving the entire campus regarding the complexity of diversity and inclusion. CDI provides avenues for students, faculty and staff to increase their awareness of self, others in order to create inclusive environment for all.

# INCLUSION



