

UNIVERSITY OF NORTH TEXAS™



DIVISION OF EQUITY AND DIVERSITY

MAIN OFFICE -- HURLEY ADMINISTRATION BUILDING, ROOM 175

MULTICULTURAL CENTER -- UNIVERSITY UNION, ROOM 422

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<http://www.unt.edu/edo>

Our office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, or other times by appointment.

We invite you to visit us and experience equity and diversity at work.

Cassandra Berry, *Associate Vice President*
Cheyron Brown, *Director, Multicultural Center*
Patrick Vasquez, *Director, COCI*
Dan Emenheiser, *Director, Diversity Education*
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Karen Wisely, *Student Assistant, Diversity Education/Ally Prg.*
Andrea Robledo, *Assistant Director, Multicultural Center*
Russia Patel, *Student Services Coordinator, Multicultural Center*
Lanette McClure, *Administrative Assistant, Multicultural Center*
Meghan Cole, *Student Assistant, Multicultural Center*
Janneth Guarin, *G-Force President, COCI*
Carron Jackson, *G-Force Student Assistant, COCI*
Monique Achomuma, *Student Assistant, COCI*

Carla Anderson, *Student Assistant / Receptionist, Equity and Diversity*

Division of Equity and Diversity

The Division of Equity and Diversity is committed to executing the mission of the University as it relates to the recruitment and retention of faculty, staff and students. The primary goal of the Division is to develop a supportive environment for a culturally diverse faculty, staff and student body. The Division provides a safe zone for all, supports the University's policy on diversity, advocates a campus that promotes inclusiveness and is committed to maintaining an unpretentious and accepting atmosphere. We welcome individuals who strive for excellence. Please refer to the University policy on diversity, [UNT Policies Manual](http://www.unt.edu/policy/UNT_Policy/volume2/10_15.html), vol. 2, Human Resources Department (policy 10.15) – http://www.unt.edu/policy/UNT_Policy/volume2/10_15.html.

The phrase "equity and diversity" implies that a society of individuals exists in an environment where fairness, justice, civility and diversity are its primary goals. "Diversity", in this context, means "variety" and it goes beyond race and ethnicity to include class, gender, age, sexual orientation, religion, political affiliation, socio-economic background, educational level, profession and other qualities. "Equity" means "equality of opportunity" for all individuals, regardless of race, color, religion, gender, age, national origin, disability, or sexual orientation. The University of North Texas advocates a campus that promotes inclusiveness and is committed to maintaining an unpretentious and accepting atmosphere, welcoming individuals who strive for excellence.

Through volunteer opportunities for students, Multicultural Scholastic Awards, and other activities of the Division of Equity and Diversity, the following components of the University's mission are upheld:

- nurtures development of students by providing continuing opportunities for intellectual, physical, emotional, social and career growth;
- supports a culturally diverse environment and advocates mutual respect for all members of the University community as they strive for excellence;

- provides a high quality residential environment and opportunities for lifelong learning; and
- enhances access to higher education through the use of emerging information and telecommunication technologies.

UNT's vision for 2015 states, "UNT will be an inclusive and diverse institution." Through many activities, the Division of Equity and Diversity, supports the following components of this vision:

- promote excellent, accessible and affordable higher education to the region's growing and demographically diverse population through partnership with educational entities and the business, public and not-for-profit communities;
- foster a residential learning environment for student living on or near its campus that promotes tradition, instills institutional and societal values, and encourages the development of a lifelong connection to the UNT community;
- serve as an important source for lifelong learning, professional education and outreach activities and as a prime venue for artistic performances and exhibition and sport events; and
- be an essential partner in meeting the expanding needs of the Dallas-Fort Worth Metroplex, the largest metropolitan area in the state.

Effective beginning with the 2004-2005 academic year, the Division of Equity and Diversity, under the direction of the Associate Vice President for Equity and Diversity, consists of four units:

- **Multicultural Center (previously the Student Ethnic Enrichment Center)**
- **Center for Outreach and Community Involvement**
- **Diversity Education**
- **Research and Assessment**

Presently the Division of Equity and Diversity has scheduled the following conferences, seminars and workshops for 2005-2006:

- **October 14, 2005** - 16th Annual Conference presented by Latinos in the 21st Century, "Reaching La Raza: Catering to the Future." Keynote speakers include Dolores Huerta, Luis Valdez and Dr. Isabel Gomez-Bassols. Evening keynote address will be presented by Dolores Huerta, 7:00 to 8:30 p.m.
- **November 4, 2005** - 2nd Annual Seminar, "Developing Multicultural Leaders: Women who are Lesbian, Bisexual, Transgender and their Allies." Keynote speakers include Lupe Valdez, Patricia Nell Warren, Sharon Bridgforth, Alison Bechdel and Magdalen Hsu-Li.
- **February 24, 2006** - 9th Annual Equity and Diversity Conference, "The Power of Inclusion!" Keynote speakers include B.D. Wong and Yolanda King. Evening keynote address by Yolanda King, 7:00 to 8:15 p.m.
- **March 30, 2006** - 7th Annual Women of Color Conference, "Women's Global Health Issues," featuring Lisa Ling as keynote speaker for two general sessions.

Multicultural Center

University Union, Room 422

The **Multicultural Center** was established to address the needs of the diverse campus population with the goal that it would be a place where the entire community and region could experience the cultural wealth of the University. Its central purpose is to “teach the culture” by increasing the involvement and knowledge base of all members through communication across cultures. Programs and activities sponsored by the Multicultural Center are developed with the intention of increasing the level of awareness, understanding, and consciousness regarding the underrepresented culture and history of people of African, Hispanic/Latino, Asian, and Native American descent.

The Multicultural Center is responsible for planning university-wide activities during Hispanic Heritage Month, Native American Month, Black History Month, Asian History Month, and assist in the planning of Women’s History Month, and International Week as well as other cultural programs.

In addition to working with a number of organizations geared towards students of color in advisory roles, the Multicultural Center also has established the Alton and Renay Scales Ethnic Studies Library, which maintains a basic collection of works relevant to the experiences of African, Hispanic/Latino, Asian, and Native American people. These resources are available to all university students, faculty, and staff for research or general information purposes.

The Center is currently located on the fourth floor of the University Union, Room 422. For more information, visit or call (940) 565-3424, Fax: (940) 369-7262.

Center for Outreach and Community Involvement (COCI)

Hurley Administration Bldg, Room 175

The **Center for Outreach and Community Involvement** coordinates initiatives and programs in partnership with local and regional school districts, businesses, and organizations relating to college recruitment, retention, and equity and diversity issues. COCI coordinates educational outreach programs, scholarship initiatives, campus visits, and workshops that seek to identify students as early as elementary school and help to provide them with the motivation, encouragement, and information needed to pursue successful matriculation through high school to higher education at the University of North Texas. The programs seek to empower students through the realization that a college education is completely within the realm of possibility.

Main Components of the Center for Outreach and Community Involvement Components of the Center for Outreach and Community Involvement

- **Multicultural Scholastic Award (MSA) Program** – MSA is a scholarship program for freshmen, continuing students, transfer students and graduate students. Awards range from \$1000 for undergrads and \$1500 for graduate students. Application deadline is March 31, 2006. The MSA Program is a Top 10 Finalist for the THECB Star Award which is presented to the state’s most outstanding recruitment and retention programs
- **The Champions of Equity & Diversity** – This group of students are chosen to represent COCI at outreach and recruitment oriented events and activities. They are very active in campus visits and all outreach initiatives

- **UNT G-Force** – is a registered student organization with defined roles as established by the College for Texans Campaign (of the Texas Higher Education Coordinating Board). The G-Force develops and supervises Go Center at area high schools, schools, which include working closely with high school administrators, counselors, and student leaders. Currently (Spring 2005), the UNT G-Force works with Go Centers at Denton Ryan High School, Venus High School (Venus, TX), and Aubrey High School
- **UNT Campus Visits** – COCI arranges visitations by students and classes from area school districts to experience university life and learn about college enrollment procedures. Our focus is assisting visits from K-10
- **First to Go, First to Know Recruitment and Retention Program** – This is a grant funded initiative that supports First Generation College Students at UNT and in area high schools with low college-going rates. Working with Admissions counselors and Financial Aid counselors, we provide college enrollment workshops and on-site admissions opportunities to high school seniors. Book grants are provided to UNT students. This initiative expires June 30, 2006
- **Annual Latinos in the 21st Century Conference** (October 14, 2005) – formerly known as the *Hispanic Friends of UNT Conference*, this annual conference is now in its 16th year and encourages knowledge and attitudes favorable to education among Latino students and Latino professionals
- **Academic Kickoff** (November 5, 2005)– This initiative partners with high schools within the North Texas Region to encourage and empower 400 high school students (primarily Latino) from disadvantaged backgrounds in the region to attend college
- **TRiO Transfer Expo** (February 17, 2006) – TRiO is a college enrollment workshop that targets transfer students who are enrolled in community college TRiO Program initiatives.
- **Mock University** (March 2006) – This workshop simulates the “college experience” and gives high school students a comprehensive and relatively intense exposure to what they might experience as a college student at UNT. Co-sponsored with Admissions and Financial Aid.
- **Classroom Presentations** – arrangements can be made for COCI staff to make presentations at your school, office, or program
- **Community Partnerships** – COCI is actively involved with the Denton ISD, Dallas ISD, Ft. Worth ISD, Aubrey ISD. COCI also supports scholarship efforts with LULAC, NAACP, Denton Cinco de Mayo, Fuego y Alma (Denton), Maurine F. Bailey Cultural Foundation (Dallas), Black State Employees Association of Texas, Absolute Xcellence (Ft. Worth).

Center for Outreach and Community Involvement is currently located in the Hurley Administration Building, room 175. For more information you can visit or call (940) 565-2456 or <http://www.unt.edu/edo>.

Diversity Education

Hurley Administration Building, Room 175

Diversity Education was established September 2004 and serves a variety of functions. Requests for classroom presentations are coordinated as well as staff and faculty training on cultural diversity and nondiscrimination. Coordination efforts include participation by others on campus, including representatives of Multicultural Center, Office of Disability Accommodation, International Studies and Programs, Human Resources, North Texas Chapter of the National Coalition Building Institute, Student Government Association, Housing and Residence Life and the Ally Program.

Diversity Education staff members:

- Serve as a resource to contacts on – and off – campus, for diversity and cultural competency training, education and development.
- Develop and implement programs and services designed to increase awareness of diversity issues and cultural competency skills amongst faculty, staff and students.
- Provide faculty search committee chairs with needed information from the Division of Equity and Diversity and review and approve faculty position announcements.
- Assist with planning, implementing and marketing the annual conference presented by Hispanic Friends of UNT and Women of Color Conference.
- Plan, coordinate and market the annual spring semester Equity and Diversity Conference and pre-conference programs, and the seminar Women from Diverse Backgrounds and Cultures Coming Together to Speak Out.

Diversity Advisory Representatives (DARs), are appointed by the Deans of each College and School, and advise all faculty search committees on procedures to maximize receipt of applications from racial/ethnic and gender minority candidates as per Texas Higher Education Coordinating Board guidelines. DAR's serve to ensure fairness during the search process.

UNT's Multicultural Ally Program assists gay, lesbian, bisexual and transgender persons and others. The Ally Program includes approximately 450 UNT faculty, staff, students, alumni and community members and 150 external honorary allies. All UNT employees and students are expected to be respectful of equity and diversity. Allies respect all people regardless of age, color, disability, gender, national origin, race, religion, sexual orientation, gender identity and veteran status, have completed Ally training and have pledged to listen and be understanding. Complete information on the Ally program may be found at www.unt.edu/ally. Information posted includes list of Allies, campus and external resources, and program information.

GLBTA Scholarship in Honor of Mary Finley is an endowed scholarship that will be awarded each year to a student who is either a freshmen, transfer or continuing undergraduate student at UNT. Mary Finley voiced a need for and organized the UNT Ally Program.

Assessment and Research

Hurley Administration Building, Room 186

Assessment and Research was established February 2005 and serves vital functions for the division. These include conducting research to identify and write grant proposals that will support initiatives and activities of the Division of Equity and Diversity. The director also has the responsibility of providing assistance to other directors to design and compile assessment data from activities in which they are engaged. This may involve working in conjunction with the Office of Institutional Research and Assessment to assess the impact of various initiatives on the retention of students at the University of North Texas.

DIVISION OF EQUITY AND DIVERSITY 2005 – 2006

October 13, 2005 - Screening of selected works of playwright and filmmaker Luis Valdez, 8:00 to 10:00 p.m. at Cool Beans, 1210 W. Hickory Street, Denton, TX. Free program.

October 14, 2005 - 16th Annual Conference presented by Latinos in the 21st Century, "Reaching La Raza: Catering to the Future." Keynote speakers include Dolores Huerta, Luis Valdez and Dr. Isabel Gomez-Bassols. Evening keynote address will be presented by Dolores Huerta, 7:00 to 8:30 p.m.

November 3, 2005 - "Leadership Development in the LGBT Community," 9:00 am to 5:00 p.m., workshop facilitated by representatives of Leadership Lambda, a program of the Dallas Gay and Lesbian Alliance, Don Baker Education Fund.

November 3, 2005 - "Sharon Bridgforth and Alison Bechdel Speak Out!" 6:00 to 7:30 p.m. Free program.

November 4, 2005 - 2nd Annual Seminar, "Developing Multicultural Leaders: Women who are Lesbian, Bisexual, Transgender and their Allies." Keynote speakers include Lupe Valdez, Patricia Nell Warren, Sharon Bridgforth, Alison Bechdel and Magdalen Hsu-Li.

February 22-23, 2006 - "Everything You Ever Wanted to Know About Affirmative Action Plans . . . But Were Afraid To Ask," 8:00 a.m. to 5:00 p.m.

February 23, 2006 - B. D. Wong presents "Change, Hope and Equality for Asian-Americans," 6:30 to 7:45 p.m. Free program.

February 24, 2006 - 9th Annual Equity and Diversity Conference, "The Power of Inclusion!" Keynote speakers include B.D. Wong and Yolanda King. Evening keynote address by Yolanda King, 7:00 to 8:15 p.m.

March 30, 2006 - 7th Annual Women of Color Conference, "Women's Global Health Issues," featuring Lisa Ling as keynote speaker for two general sessions.

September 14, 2006 - "An Evening with Dr. Maya Angelou," 7:00 p.m.

View major UNT and Metroplex diversity-related event information at <http://www.unt.edu/events/>.

WATCH FOR THESE PROGRAMS AND INITIATIVES...

- ◆ Equity and Diversity Conference
- ◆ Women from Diverse Backgrounds Conference
- ◆ Juneteenth programs
- ◆ Academic Kickoff
- ◆ Multicultural Alumni Reception
- ◆ Native-American Month
- ◆ Outreach Clearinghouse
- ◆ Multicultural Scholastic Award
- ◆ 50th Anniversary (Miller-Aktins) Desegregation Scholarship
- ◆ Women of Color Conference
- ◆ Latinos in the 21st Century Conference
- ◆ UNT C.A.R.E.S. Program
- ◆ Celebración
- ◆ Hispanic Heritage Month
- ◆ Black History Month
- ◆ First Generation Student Assistance/Grants
- ◆ GLBTA Scholarship
- ◆ Patti LaBelle Scholarship