



Division of Institutional Equity & Diversity

2016-2017 Annual Report

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DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY



Division of Institutional Equity & Diversity Central Office Staff



Joanne Woodard has served as vice president for Institutional Equity and Diversity since June 2015, overseeing UNT's efforts to maintain a diverse, welcoming and inclusive environment for students, faculty and staff and to build new alliances, partnerships and collaborations.



As the executive assistant, **Christi Hestand** provides administrative support for the business management and staff services functions of the Division of Institutional Equity and Diversity.



Jacob Straka is the communications specialist for the Division of Institutional Equity & Diversity as well as the Mayborn School of Journalism. He designs various marketing materials for both units and updates the content for both of their websites.

Contact Information

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"We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history, there "is" such a thing as being too late. This is no time for apathy or complacency. This is a time for vigorous and positive action."

- Dr. Martin Luther King, Jr.

From the Vice President



The whirlwind of the past year brought to mind Dr. Martin Luther King, Jr.'s comments from half a century ago. Regardless of the impetus, the past year has been filled with a number of achievements and milestones for the Division of Institutional Equity & Diversity at UNT. Some achievements have occurred as the result of intentional efforts to accomplish goals and with the collaboration

of myriad campus units. Other milestones were achieved through efforts to respond to mercurial social climate changes within the country.

One constant is that we are making progress, albeit slowly at times, to become a campus community where the values of diversity and inclusion are more than items in the university's list of values.

Six new staff members joined the Equity and Diversity team in 2016-17. Please read more about these talented professionals in the pages that follow. The staff has helped to expand the reach and impact of the division and will be essential in accomplishing the division's strategic goals. We are proud of our efforts to ensure equity and foster greater diversity and inclusion for the UNT community.

During the 2016-17 academic year, the Division of Institutional Equity & Diversity provided grant funding for several UNT faculty initiatives:

- ➔ Research on the UNT's faculty mentoring groups by Drs. David Brackett and assistant professor Noelle Paufler of UNT's College of Education. The division provides fifty percent of the funding for five faculty mentoring groups at UNT. Brackett and Paufler's research evaluated the efficacy of the mentoring program by investigating its proposed, expected and actual outcomes.
- ➔ A video production on microaggressions experienced by UNT students produced by Dr. Yolanda Flores-Niemann and lecturer Carla LynDale Carter-Bishop of UNT's College of Liberal Arts and Social Sciences. The video premiered at UNT's annual Equity and Diversity Conference in February 2017 and is proving to be an excellent resource for the university and other institutions.
- ➔ Short digital videos of the experiences of refugees in the Metroplex, the agencies that assist them, and the role of social workers made by students that were supervised by assistant professor Dr. Jacqueline Vickery, UNT's College of Liberal Arts and Social Sciences. The videos will be used in social work classroom teaching and training and other contexts to promote awareness. This project was part of an interdisciplinary team including members from the University of Southern California's Dworak-Peck School of Social Work, Texas Muslim Women's Foundation, and the Honor Consul of the Federal Republic of Germany located in Dallas.

➔ Dr. James Martin (UNT College of Liberal Arts and Social Sciences)'s "Beyond the Sock: Puppetry for Television and Film Workshop." In its fifth year, this one of a kind summer workshop attracts participants from Sri Lanka, Costa Rica, Canada, Belgium, Israel, and Australia. Workshop instructors include veterans from the popular Sesame Street television show, many of whom were trained by the late Jim Henson. There are only two schools in the country where a student can major in puppetry. The UNT workshop helps to bring the art of puppetry to new and diverse generations.

The division was proud to sponsor other events such as the Denton Black Film Festival, Dallas Black Tie Dinner, College of Education's 33rd annual Educational

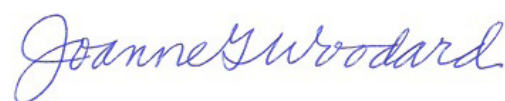
Leadership Conference, Melissa's Choice theater production, Digital Frontiers Conference, Mayborn Literary Conference, Barbara Jordan Media Awards, Denton NAACP Freedom Fund Dinner and Latinas in Progress. The division also provided support for several campus groups including the Professional Women's Council, A Few Good Men, the Black Alumni Network, the Staff Senate, the Black Student Union, and the Martial Eagles Living and Learning Communities.

The "fierce urgency of now" was the impetus for two campus town hall meetings at UNT during the past academic year. Planning for the town halls began in summer 2016 at the suggestion of Dr. Elizabeth With, vice president for student affairs, who wanted the university to be responsive and prepared to work with our students who were impacted by the tragic events in Orlando, Florida and Dallas. In addition, imminent legislative and policy changes impacting international students and undocumented students called for the division to address these groups' concerns.

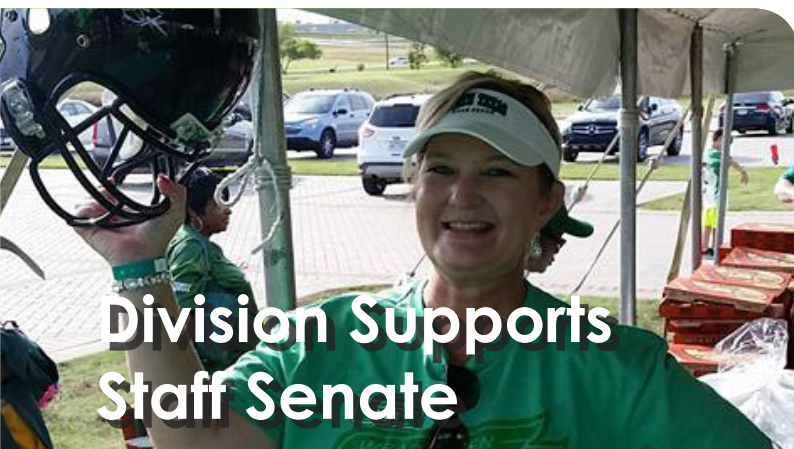
The Student Support Task Force was created and charged with developing strategies to deal with "urgent" issues and creating opportunities to advance intentional inclusion initiatives for students. Co-chaired by the director of diversity and inclusion, the assistant vice president for student affairs, and the Student Government Association president, the task force will continue its work during the 2017-18 academic years. Additional town halls will also be scheduled to address current issues.

While there is much more that I could highlight, I invite you to read the rest of our division's annual report and learn more about the vigorous and positive activities in which we've been engaged over the past year. We've come a long way in two short years with much more planned to accomplish our strategic goals; however, your support is essential. Consider attending some of our programs and activities. Complete our online trainings. Fill out a survey. Visit our website. Stop by the office. Ask, "How can I help to promote equity, diversity and inclusion at UNT?"

Making UNT even better,



Joanne G. Woodard
Vice President



Division Supports Staff Senate

Joanne Woodard, vice president for institutional equity and diversity, and Deborah Leliaert, vice president for university relations, communications and marketing, serve as Cabinet sponsors for the UNT Staff Senate. The past year witnessed the Staff Senate operating under a new structure proposed by a task force appointed by President Neal Smatresk. The task force completed its work in summer 2016 and provided recommendations to the president to improve the organization and effectiveness of the Staff Senate. The division's own, Christi Hestand, served as the Staff Senate Chair during 2016-17. Under Hestand's leadership the Staff Senate elevated its profile and engaged in a number of activities designed to provide a voice for UNT staff and improve communications to the nearly 2,500 staff members at the university. In addition to the countless hours of service to the Staff Senate provided by Ms. Hestand, the division provided t-shirts for the Employee Appreciation football game and lunch for one of the "Lunch and Learns" hosted by the senate. Congratulations to Christi Hestand for a job well done!

2016-17 Race, Ethnicity, Gender, and Age of UNT Students

MSI and HSI Status

Inclusion has become an increasingly integral focus point for the University of North Texas due both to its changing demographics and status as a Tier One institution. UNT's student population is inching towards that of Minority Serving Institution (MSI) with at least 50% of undergraduate students of color, a Hispanic Serving Institution (HSI) with at least 25% of undergraduate students who identify as Hispanic or Latino, and a robust international community representative of more than 130 countries. As the University enjoys this compositionally diverse student population that prepares students to be global citizens, its focus on 21st century approaches to diversity, equity, and inclusion have become more imperative than ever, largely due to their impact on student retention, success, and educational excellence.

Average Student Age

Undergraduate:

22

Graduate:

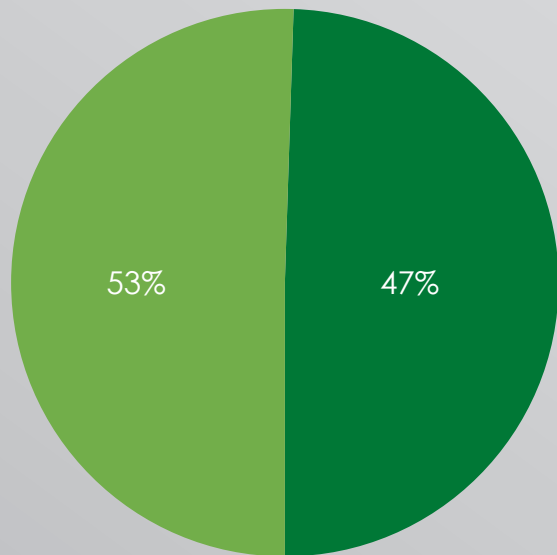
31.4

All Students:

23.7

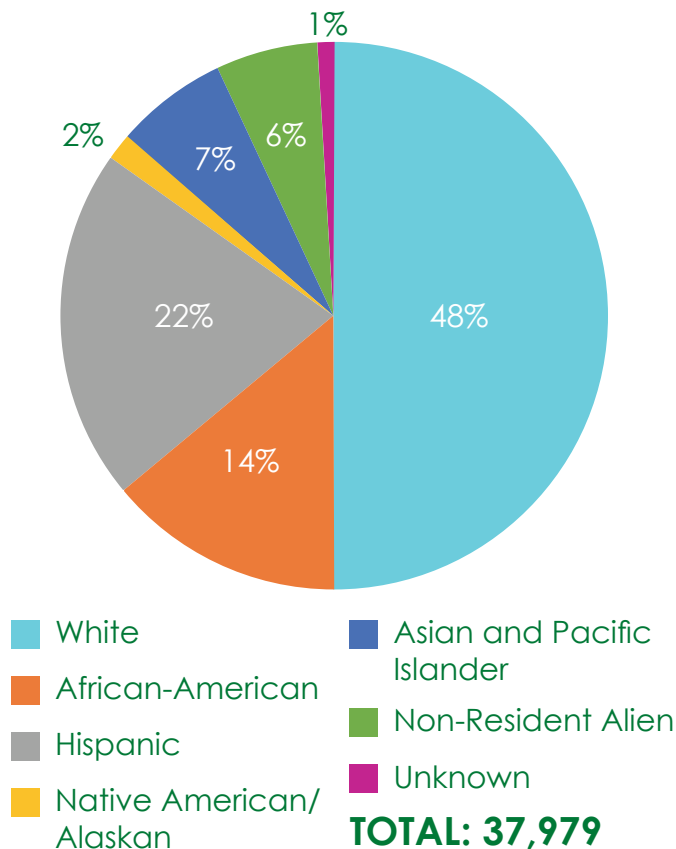


Gender of Students



- Female
- Male

Race and Ethnicity of Students




The Faces of UNT Employees

The division supports a number of different employee groups to foster their engagement, including **Special Interest Network Groups (SIGN)** such as **UNeTe (the Hispanic/Latino SIGN)** and the **African American SIGN**, and Faculty Mentoring Groups such as **La Colectiva** and the **Black Women's Initiative**. Looking forward, the division will increase its efforts to align employee and student demographics.

Distribution of Full-time Employees as of January 2016

	White	African American	American Indian	Asian	Native Hawaiian/Pacific	Hispanic	Not Available	2 or More Races	Total	All Employees
Faculty	1,019	66	4	165	3	122	38	38	1,455	37.4%
Secretarial/Clerical	391	45	2	4	0	68	8	43	561	14.4%
Professional Nonfaculty	592	81	2	66	0	123	12	34	910	23.4%
Service Maintenance	136	68	1	7	2	134	7	8	363	9.3%
Technical/Para-professional	91	5	0	6	0	17	4	2	125	3.2%
Skilled Crafts	85	8	0	0	0	18	2	0	113	2.9%
Executive/Admin./Managerial	260	26	1	9	0	33	5	26	360	9.3%
TOTAL	2,574	299	10	257	5	515	76	151	3,887	100.0%

Source: UNT Fact Book 2016-2017



Every year, the division includes these demographic and social justice terms in order to educate our community about current and changing identities of our diverse population as well as what affects their day-to-day lives.

Demographic Terms

Cisgender

A person whose sex assigned at birth matches their gender identity, based upon what society has prescribed (ex. assigned female at birth and identifies as a woman).

DACA (Deferred Action for Childhood Arrivals)

DACA is a program allowing undocumented immigrants who fit the following criteria the opportunity to apply for a work permit, obtain a social security number, and get a driver's license:

1. Are 15 years or older
2. Came to the U.S. before they were 16 years of age
3. Were under the age of 31 on June 15, 2012
4. Have lived in the U.S. continuously since 2007
5. Were physically in the U.S. on June 15, 2012
6. Received or are working on their high school diploma or GED

DACA provides temporary protection from removal from United States. **DACA has been rescinded as of September 2017** and will end unless action is taken by Congress. It is recommended to follow federal updates through United States Citizenship and Immigration Services.

Gender Expression

The ways in which a person externally communicates their gender to others.

Gender Identity

An individual's personal experience of their own gender; gender identity is not determined by sex assigned at birth.

Latinx

A person of Latin American origin or descent (used as a gender-neutral, non-binary alternative to Latino or Latina).

Multiracial

An individual that comes from more than one race or whose parents are born from more than one race.

Non-Resident

A classification assigned to a non-U.S. citizen or foreign national, who doesn't pass the green card test or the IRS substantial presence test. This term is more inclusive than use of the term "alien."

Sex Assigned at Birth

A medically assigned status based on chromosomes, hormones, and sex/reproductive organs.

Transgender

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation; transgender people may identify as straight, gay, lesbian, bisexual, etc.

Undocumented immigrant

Refers to foreign nationals residing in the U.S. without legal immigration status. It includes persons who entered the U.S. without inspection and proper permission from the U.S. government, and those who entered with a legal visa that is no longer valid.



Social Justice Terms

Ally

A member of an advantaged group who acts against the oppression from which they derive power, privilege, and acceptance.

Advocate

One who uses their privilege to influence decisions within systems (political, social, economic, etc.) and institutions. Advocates go beyond allyship to address systemic and institutional change.

Cognitive Dissonance

Discomfort that occurs because of a discrepancy between what a person already knows or believes and new information and interpretation. Is an uncomfortable feeling caused by holding two contradictory ideas simultaneously.

Identity Development

Describes a person's awareness and understanding of oppression in the social environment (and also "within" every person) as part of the developmental process; are the differences in the way individuals incorporate, resist, or redefine specific manifestations of social oppression, and is applicable to various social groups.

Marginalization

The social process of becoming or being made to be at a social disadvantage and relegated to the fringe of society and rendered less important, empowered, or relevant. Also known as social exclusion.

Microaggression

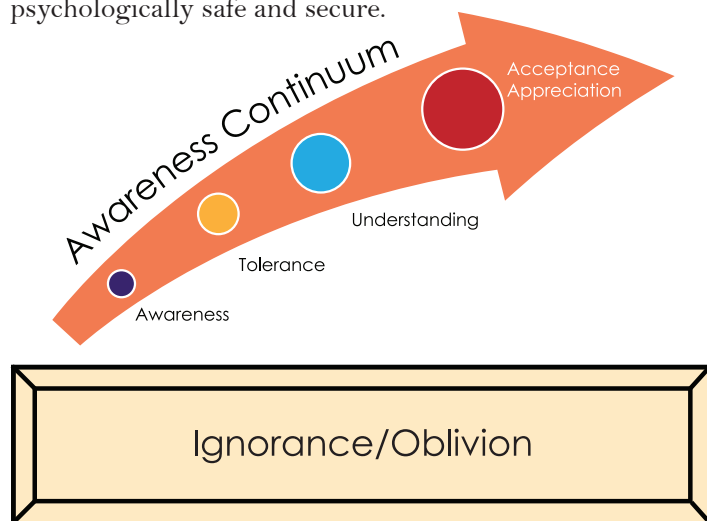
Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward a social group. Can be interpreted as "backhanded communications."

Privilege

Exclusive advantages or benefits afforded to certain people, based on their group identity or status (usually dominant). These advantages are largely unearned and are often invisible to the people enjoying them (ex. White, heterosexual, able-bodied, Christian, male, etc.).

Social Justice

Full and equal participation of all groups in a society that is mutually shaped to meet their needs, the distribution of resources is equitable, and all members are physically and psychologically safe and secure.



Barrax Moore, 2012



SOCIAL JUSTICE

A MOVEMENT NOT A MOMENT

2017 Equity & Diversity Conference

At almost 600 attendees, near-record numbers of UNT faculty, staff, students, administrators, professionals from around the DFW Metroplex and the country converged upon the UNT University Union February 23rd, 2017 for the 17th annual Equity and Diversity Conference, themed “Social Justice: A Movement Not a Moment.” As one of the Division’s signature events, the conference continues to develop our capacity for individual and institutional cultural competence and humility to be a university that values, supports, and respects differences, perspectives, and experiences of others.

The conference’s highlights included a keynote address by Dr. Melissa Harris Perry, new registration technology, and a new conference video produced by UNT students. For the first time, the conference was free not only to UNT students but also to UNT faculty and staff. The inaugural Inclusive Excellence Award was presented to a unit demonstrating a commitment to equity and inclusion. New conference tracks and a conference app provided a more customized conference experience for participants, and a spoken word competition allowed students to create social justice-themed pieces that captured perspectives on identity and action.

Conference Workshops

The 2017 Conference featured new conference workshop tracks resulting from data collected from a needs assessment survey by the Multicultural Center and the Pride Alliance. Workshop tracks included bias awareness, discrimination policies and practices, gender and gender



Conference workshop

identity, race and ethnicity, and social justice education. Highlighted sessions include:

- Ableism: What It Is and Why it Matters to Everyone
- Creating Allies Within Social Justice Movements Through Intersection
- Ending the Cycle of Fear: Increasing Understanding of Muslim and Arab Americans
- GENECIS: Challenging Injustice, Valuing Diversity in a Pediatric Transgender Program
- How Title IX Fails Women of Color
- Queerness of Color – Decentering Whiteness in LGBTQ 101
- The First Step: Pre-Service Teachers’ Understanding of White Privilege
- Self-Care for Advocates, Activists, and Accomplices

A full list of conference workshops and their presentations can be found on the 2017 Equity and Diversity Conference website at edo.unt.edu/equity-and-diversity-conference.



Dr. Melissa Harris-Perry



Inclusive Excellence Award winners

Keynote Address: Dr. Melissa Harris-Perry

The 2017 conference was punctuated with a keynote address by Dr. Melissa Harris-Perry who is the Maya Angelou Presidential Chair at Wake Forest University, Executive Director of the Pro Humanitate Institute and founding director of the Anna Julia Cooper Center. Her address, titled “Social Justice Models for Campus Engagement,” introduced the concept of audacious humility and actualized social justice. She encouraged institutions and individuals to consider how identities, experiences, and structures are intertwined with social justice, consider what truths and points of view may be missing from the social justice conversation, and offered principles for engagement for the new landscape of social justice efforts. In particular, she encouraged all to courageously continue asking questions through the lens of participatory democracy that nurtures curiosity and always considers the voices of those less empowered. In Dr. Harris Perry’s small group session moderated by Mayborn College of Journalism Dean Dorothy Bland, she answered questions submitted by invited guests around the following themes:

- Social Action, Collective Power, and Coalition Building
- Identity and Intersectionality
- Journalism and Media
- Academia and Activism
- Recommended Resources

She also encouraged those involved with social justice efforts and who may be experiencing institutional marginalization to engage in “squad care,” creating networks of support to help cope with many of the challenges of identity-based oppression and marginalization.

Inclusive Excellence Award

The 2017 Conference included the presentation of the Inaugural Inclusive Excellence Award presented to the College of Education’s Department of Teacher Education and Administration and Educational Leadership Program. The award is based upon the Association of American Colleges and Universities’ (AAC&U) framework of inclusive excellence, defined as the “active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities.” The Department of Teacher Education and Administration was chosen to receive this award because of its commitment to institutional equity and inclusion through its Committee on Diversity and Equity, the creation of a comprehensive professional development plan to increase their cultural proficiency, and incorporation of these efforts into the promotion and tenure process. The department was presented with a \$5000 gift to continue its efforts and further embed equity into its programs, policies, practices, and people.



Presenter Devin Axtman



Spoken Word winners Annaliese Ludecke and Daniel Garcia with Joaquin Zihuatanejo

CVENT and Conference App

The use of new technology allowed participants to enhance their conference experience and better connect with other conference activities. The event management program CVENT created a more streamlined registration and check-in experience and allowed participants to choose their workshops and plan their conference day in advance. The Equity and Diversity Conference app included keyword searches, session evaluations, and engagement with social media that allowed participants to better connect with each other.



CVENT app

Conference Video

This year the Division leveraged its academic outreach efforts to partner with the department of Media Arts, and a Digital Literacies and Social Activism class taught by Dr. Jacqueline Vickery. Students developed an Equity and Diversity conference promotional video as an assignment for their class that is currently displayed on the conference website. The partnership has resulted in additional engagement with Media Arts, including a practicum where students will record the division's programming.



Tiffany Bromfield

Residence Hall Director



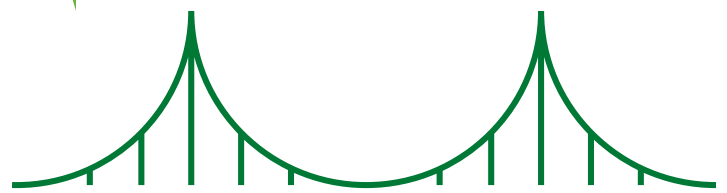
Spoken Word Participant Nievesha Birdine

Spoken Word Competition

The conference included a student spoken word contest and evening performance by UNT Alumnus and spoken word artist Joaquin Zihuatanejo who worked with students at the conference to perform their own social justice themed spoken word poetry. Both he and five UNT students performed, with two poems winning in a tie: “(Brown) Boy, Bulimic” by Daniel Garcia, and “Fill In The Blank” by Annaliese Ludecke. The poems are featured as the official spoken word pieces of the 2017 Conference.



Lauren Whiteman with the 2017 conference t-shirt



ACCESS GRANTED

Building Bridges to Inclusion

- 2018 UNT EQUITY & DIVERSITY CONFERENCE -

Next Year's Theme



Rosa Clemente

The 2018 Equity and Diversity Conference will be held Thursday, February 22nd, 2018 in the UNT University Union. Themed “Access Granted: Building Bridges to Inclusion,” the keynote speaker is Rosa Clemente, 2008 Green Party Vice Presidential candidate, community organizer, and journalist. From Harvard to prisons, Rosa has spent her life dedicated to scholar activism. She is the president and founder of Know Thy Self Productions, which has produced four major community activism tours and consults on issues such as Hip-Hope activism, media justice, voter engagement among youth of color, third party politics, intercultural relations between Black and Latinx, immigrants’ rights as an extension of human rights, and universal healthcare. She is a frequent guest on television, radio, and online media. For sponsorship information, visit the Equity and Diversity Conference website at edo.unt.edu/equity-and-diversity-conference.



Peaceful Protest and Vigil for Charlottesville

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OFFICE OF DIVERSITY
& INCLUSION

The Office of Diversity and Inclusion (ODI) continued the work it began in its previous year to provide learning and development opportunities to students, faculty, and staff; develop meaningful and effective internal and external partnerships, and provide strategic direction for the Multicultural Center and Pride Alliance. As part of its strategic planning efforts, ODI developed a mission and vision for the office congruent with the strategic direction of the Division of Institutional Equity and Diversity:

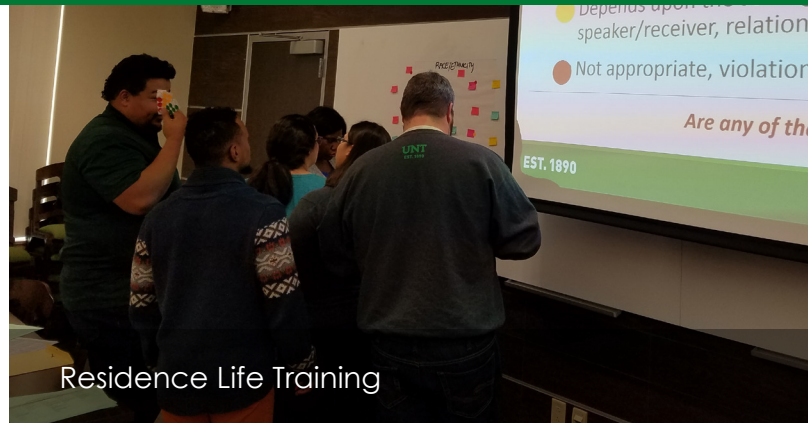
Vision

The Office of Diversity and Inclusion envisions a University of North Texas campus community where social justice is reflected in policies, practices, programs and people.

Mission

The University of North Texas Office of Diversity and Inclusion facilitates the development of a socially just and intentionally inclusive environment for the university community through:

- ➔ Cultural Humility and Inclusion
- ➔ Education and Identity Development
- ➔ Community Engagement and Strategic Partnerships



Residence Life Training

Education, Training, and Professional Development

The Office provided comprehensive training and professional development with the goal of increasing individual and institutional capacity towards cultural humility and intentional inclusion to accommodate the University's Minority Serving Institution status.

Housing and Residence Life

One ongoing effort includes the piloting of the Inclusion, Equity, and Community Building series with UNT's Residence Life staff. The series was created for the purpose of equipping residence life professionals with the skills and perspectives to provide inclusive living and learning spaces for its student residents. The five-module training series included:

Session 1: Cultural Humility for Inclusive Community Building

This introductory workshop explored cultural humility, self-reflection and identity, and their application to participants' professional roles. Participants also examined the role of microvalidations as a tool for building community and inclusion.

Session 2: Bias Awareness, Socialization, and Identity Development

Participants explored their biases via the Harvard Implicit Association Test and how they are influenced by socialization. With a focus on internal and external authoring, identity development was introduced to demonstrate the importance of intentionally inclusive environments on positive student development.

Session 3: Inclusive Language, Communication, and Triggers

This session continued the exploration of microaggressions and the role of language, communication, and socialization in inclusion and exclusion, and how this contributes to authoring identity, experience, and student success.

Session 4: Privilege, Collusion, and Allyship

Participants were introduced to various types of privilege, specifically with an examination of privilege, collusion, and positional power at UNT, and needed efforts to practice allyship and apply intentional inclusion strategies to UNT residence life programming.

Session 5: Change Leadership and Action Planning

This explored what organizational change looks and feels like, how to use spheres of influence and appropriate supports to enact change, and applications to Residence Life infrastructure.

As part of a multi-phase approach, Residence Life staff will continue these discussions while Housing staff will begin to participate in these same discussions beginning fall of 2017. Other units within Student Affairs have begun requesting similar training series to institutionalize equity and inclusion in their units.

Student Veterans Services

The Culture Iceberg: What Lies Beneath and Language and Perspective

This two-part workshop, delivered to Student Veterans Services, Student Veterans Association and Omega Delta Sigma (veteran fraternity), explored the role of culture in personal and institutional socialization, the impact of microaggressions, and cultural humility as a tool to help see other perspectives.

"I appreciate how the instructor provided examples to help clarify concepts I was unfamiliar with."

"Today was one session I feel everyone was able to easily understand and visibly enjoy but only because privilege makes people uncomfortable, which is a good and real thing."

"The Perceptions & Interactions program is terrific and very apt for those of working directly with students, instructors, and the university community."

Supervisory Building Blocks

Creating Inclusive Workplace Environments

Other efforts to advance systemic inclusion for student success and employee engagement include a module in the Supervisory Building Blocks Series called Creating Inclusive Workplace Environments. In collaboration with Human Resources, the Supervisory Building Blocks certificate program is designed to strengthen and develop the skills of new and existing supervisors. Sessions address multiple aspects of supervision and provide attendees with an opportunity to learn collaboratively with supervisors from across the campus. This workshop explores cultural humility, self-reflection, and how difference is viewed in others and ourselves along with applying cultural humility and awareness of "lenses" to our roles as supervisors.

Kappa Delta Pi

Culturally Relevant Teaching and Leading Conference Diversity, Inclusion, and Cultural Humility

Presented to College of Education undergraduate and graduate students, this session encouraged current and future educators to explore how differences influence the role of cultural humility and self-awareness on pedagogy, teaching and learning. It also examined the impact of equity, access, and disparities on student success.

UNT Libraries

Bias Awareness and Perceptions

This workshop presented to library staff laid the foundation for diversity, inclusion, and awareness, explored different types of bias, and helped participants consider how bias and perceptions may influence interactions and decisions.

Department of Disability and Addiction Rehabilitation Services and Office of Disability Accommodation

Cultural Humility and Communication: Key Drivers for Inclusive Environments

This workshop and its content about microaggressions and inclusive language is one of the most requested workshops. The workshop explores cultural humility, self-reflection and identity, and their application to our roles along with examining the role of identity-based perspectives and departmental culture on language to create an intentionally inclusive environment.

Student Portrait Symposium

Access, Equality, Equity, and Inclusion: Tools for an Intentionally Inclusive Climate

This workshop of the 7th Annual Student Portrait Symposium discussed the difference between access, inclusion, equality and equity, their relationship to intentional inclusion, and how their knowledge and practice relates to our role as student success professionals as we move towards Minority Serving Institution (MSI) and Hispanic Serving Institution (HSI) Status.

Programs and Initiatives

ODI continued its efforts to create and deliver collaborative programming with students, faculty, staff, and the community that encourages active participation in creating inclusive environments.

Hard Conversations

A partnership with a student organization of the same name to create safe spaces to discuss difficult topics, the office co-facilitated a 4-week dialogue with students about the topic of immigration.

Strategic Retention Initiatives and Student Leadership Retreat

Office of Diversity and Inclusion members served on the planning committee of an inaugural Student Leadership Retreat with the department of Strategic Retention Initiatives. Designed for student leaders of identity-based organizations, this overnight retreat guided students through strategic program development and execution, assessment, effective communication, and articulating their leadership skills to employers.

Student Support Task Force and Climate Response Team

Both efforts as a partnership with the Division of Student Affairs, these two groups serve similar purposes to provide opportunities for student and employee engagement in creating a more inclusive environment at UNT:

➤ **Student Support Task Force**

Co-chaired by Director of Diversity and Inclusion Shani Barrax Moore, Assistant Vice President of Student Affairs Dr. Teresa McKinney, and 2016-17 Student Government Association President Grant Hale, the Task Force assesses and creates opportunities to advance intentional inclusion through student voices. Creating programs that provide students an outlet to share their perspectives, this group of students, faculty, staff, and administrators incorporates internal and external variables and events that have an impact on UNT students.

➤ **Climate Response Team**

Co-chaired by Director of Diversity and Inclusion Shani Barrax Moore and Dean of Students Dr.



Hard Conversations



Student Leadership Retreat

THIS IS ME @ UNT



Maureen McGuinness, the team seeks to provide a process for the University community to report potentially offensive or harassing behavior that creates a climate of exclusion, oppression, and/or intolerance of identity-based differences.

This is Me at UNT

Held in the Fall of 2016, this inaugural event of the Task Force allowed students to share their perspectives on stereotypes and identity development through poster creation. Students expressed how external perceptions of themselves contrasted with their own self-perception, and discussed the impact of often conflicting identity authoring. Through a “Fit Board,” students also expressed their perspectives on institutional inclusion regarding the ways in which they feel they fit and don’t fit at UNT.

Town Halls

These were held on topics affecting students, most notably related to immigration and the emerging polarizing political climate.

Unlikely Allies in the Academy

Based upon the collection of essays “Unlikely Allies in the Academy: Women of Color and White Women in Conversation” edited by Dr. Karen L. Dace, this series began in the fall with Dr. Dace focusing on women of color and white women coming together to address systemic oppression in higher education. In the Spring, the office provided a follow up with “Part II: Continued Conversations with Dr. Frances Kendall.” Author of the book’s chapter titled “A White Woman Talks to Other White Women,” Dr. Kendall facilitated meaningful dialogue about coalition and trust building among faculty and staff to cultivate advocates, and accomplices. The series will continue with additional speakers from the book in the following academic year.

Strategic Partnerships

ODI expanded its internal and external partnerships this year to align with its mission and vision.

Denton Together Coalition

This year, the Office of Diversity and Inclusion worked more directly with DTC co-chairs to align their strategic focus in the areas of human relations, diversity and inclusion. The Office plans to deliver training and development for its members in advance of future collaborative programs.

UNT Dallas Community Leadership Academy

ODI worked with UNT Dallas’s Urban SERCH Institute to develop and deliver a curriculum to unite Dallas law enforcement with the citizens they serve in the Redbird district through dialogue and action. “Inclusion and Cultural Humility for Community Building” introduced participants to cultural humility, perception management, and bias awareness to develop meaningful relationships.

Rangel Irma High School Senior Signing Day and “Transition to College” workshop

Assistant Director Teresita Hurtado Ramos participated as a mentor to first generation high school students and delivered a workshop about best practices for transitioning to college.

Peaceful Protest and Vigil for Charlottesville, VA

The Office of Diversity and Inclusion supported student efforts to plan a peaceful protest, vigil, and march in response to the tragedy in Charlottesville, Virginia. The vigil encouraged students to become involved in activities that created a more inclusive climate at UNT and beyond, and was a collaborative effort between several student organizations including the NAACP and Student Government Association.

Upcoming initiatives for the Office include:

- "Tent Talks" allowing for impromptu dialogue on Library Mall and Discovery Park.
- Training for Greek Life students that allows them to integrate inclusion into their programs and practices.
- Digital and Media Arts practicum allowing students to gain experience through documenting programs of the Office of Diversity and Inclusion.
- Continued dialogue initiatives around topics such as multiracial and veteran identity.
- Through a partnership with UNT Libraries, the Division is creating a digital collection that includes recordings of the programs and services of the Office of Diversity and Inclusion, Multicultural Center, and Pride Alliance that can be used for curricular and other purposes.



Campus/ Community Engagement

- Access Mentoring @ UNT
- Committee on the Status of People of Color
- Committee on the Status of Women
- Dallas Dinner Table
- Denton Together Coalition
- Diversity Connections Consortium
- Diversity and Inclusion Career Fair Planning Committee
- P.U.S.H. UNT Student Organization
- MSA Scholarship Selection Committee
- Student Retention Committee
- Texas Diversity Council, Greater Dallas Advisory Board
- UNT Dallas Community Leadership Academy Planning Committee
- Presenter, Forum Logix HR Summit
- Presenter, National Conference on Race and Ethnicity in American Higher Education
- Presenter, Student Portraits Symposium

Staff



Shani Barrax Moore joined the Office of Diversity and Inclusion as its inaugural director in February of 2016. She became a diversity and inclusion practitioner nearly 18 years ago after a career in public relations and marketing, and brings her extensive training, program management, and strategic partnership development experience to the division's new strategic direction.



Teresita Hurtado Ramos joined the Office of Diversity and Inclusion as the assistant director in February 2017. Her primary responsibilities include assisting with training and program delivery, developing strategic partnerships, and assisting with assessments and reports.



Administrative Coordinator **Jenny Roach** joined the Office of Diversity and Inclusion in June of 2017. Her primary responsibilities are administrative and program support, including additional tasks such as digital media editing and creation.

Follow us on Social Media

Want to stay engaged with the Office of Diversity and Inclusion? Follow us on social media for the most up to date information on programs and events happening:

 [@UNT DiversityInclusion](https://www.facebook.com/UNT DiversityInclusion)

 [@DiversityUNT](https://twitter.com/DiversityUNT)



Dallas Pride Parade

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EST. 1890

PRIDE ALLIANCE

About

The 2016-2017 academic year marked the third full year that the Pride Alliance has been open and fully staffed. The University of North Texas (UNT) Pride Alliance is a gender and sexuality resource center and a safe and welcoming space for all. Its three areas of focus include:

- ➔ **Campus Education:** Providing information, mentoring, programs, and training that create awareness, understanding, and inclusion of all gender and sexual identities represented within the UNT community.
- ➔ **Engagement and Involvement:** Fostering an environment that affirms and celebrates all gender and sexual identities and providing opportunities for personal growth through dialogue, exploring the intersections of identity, and partnership with campus and community organizations.
- ➔ **Student Support:** Serving the UNT community through intentional outreach and services and promoting policies and practices that are inclusive of all gender and sexual identities.

Programs & Initiatives

Dallas Pride Parade

Students from the University of North Texas and Texas Woman's University joined together to march in the Alan Ross Texas Freedom Parade in Dallas. The Dallas Pride Parade is significant for many students who have struggled with coming out.

Day of Silence

Day of Silence is a national event that allows students to take a vow of silence to raise awareness about bullying, discrimination, and violence against LGBTQ+ communities. This year, rather than taking a vow of silence, the Pride Alliance asked students to make an active vow to advocate for the #IVOWUNT campaign and posted student responses during the tabling event.

Fall Ball - A Queer Homecoming

The Pride Alliance collaborated with GLAD to host their second Homecoming event. Queer and trans students have been historically marginalized at Homecoming events at high schools and colleges, due to the reinforcement of heterosexist and cissexist traditions. The Fall Ball dance was held the weekend before Homecoming week kicked off and allows students to connect to Homecoming traditions in an inclusive and supportive environment.

Lavender Graduation

Lavender Graduation celebrations give LGBTQ+ and Ally students the chance to be individually recognized for completing their degree and to call attention to their specific involvement and contributions at UNT. Instead of a keynote speaker this year, the event focused on students speaking about the impact of both the joys and challenges that they faced on their path to graduation.

OUTfits Clothing Closet

The Pride Alliance houses a clothing closet that was developed to serve the needs of students who may be transitioning wardrobes and is available to all students. Accessories, clothing, and makeup are received through donations and are free to students. Extra clothing is



Fall Ball



University Day

donated specifically to Denton County Friends of the Family, to benefit survivors of sexual assault and intimate partner violence. This year, the Pride Alliance raised over \$2,000 in donations to begin renovations on the closet and purchase bras and binders. The Pride Alliance also secured a matching donation of chest binders from Underworks.

Outrageous Oral History

The Pride Alliance collaborated with The Dallas Way and the Willis Libraries to host this annual event, which featured three speakers giving an oral account of their queer history. The speakers included students and community members. The event was recorded and posted to YouTube, along with all participants from the Dallas Way events in the Dallas-Fort Worth area. This event is significant because it helps to capture the experiences and lives of queer and trans people, which are often written out of history.

Queer and Cheer

Queer and Cheer is a program that is put on once a year before winter break and was developed as a response to many queer and trans students not having a place to go "home" to. Queer and Cheer featured snowflake and gingerbread house making, bingo and other games, food, and allowed students to gather with chosen family before finals are over.

Queer Interfaith Panel

This panel was a collaboration between the Pride Alliance, the Office of Spiritual Life and focused on the intersections of faith/non-faith and queer and trans identities. It featured speakers who identified as Atheist, Christian, Jewish, Muslim, and Unitarian Universalist.



Second Chance Prom

Second Chance Prom

This is a yearly event which exists in tradition with other universities and community gender and sexuality centers. Second Chance Prom was created with the understanding that many queer and trans students do not get to wear what they want or bring the date they want to bring to their high school proms. This event gives students another opportunity to create memories with their chosen family.

Somos Familia

Somos Familia took place during Hispanic/Latinx Heritage Month and gathered queer and trans Latinx students and staff to discuss these intersections of identity that have impacted their lives. Some of the themes included first generation college students, immigration, machismo/marianismo, religion, and sexuality.

Transgender Day of Remembrance

Transgender Day of Remembrance is a international day that recognizes the loss of trans lives in the previous year, as a result of violence and discrimination. This year, the Pride Alliance partnered with OUTreach Denton to create a collaborative community event that gathered over 300 people to mourn the loss of trans lives.

UNT Drag Show

The Pride Alliance collaborated with GLAD, Housing, and UPC to host UNT's first on-campus drag show featuring seven amateur drag queens and kings and hosted by Shangela from RuPaul's Drag Race. With a crowd of over 500, the event reached capacity and was the largest collaboration for a queer event on campus this year.

We Matter Too

The We Matter Too panel took place during Black History Month and gathered queer and trans Black and African American students and staff to discuss these intersections of identity that have impacted their lives. Some of the themes included Black social movements, gender roles, religion, and the place of queer and trans people in the Black diaspora.

Staff



Kathleen Hobson-Bond

(she/her/hers) joined the Pride Alliance as the inaugural student services coordinator in June, 2014. Kathleen served in this role for one year and was hired as director in 2015.



Alex Sylvester (they/them/their)

joined the Pride Alliance as the student services coordinator in July, 2017 after completing a Master of Arts in Student Affairs Administration at Michigan State University.

Follow us on Social Media

Want to stay engaged with the Pride Alliance? Follow us on social media for the most up to date information on programs and events happening:

 @UNTPrideAlliance

 @UNTPride



Alternative Spring Break

UNT[®] | MULTICULTURAL CENTER

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About

The Multicultural Center has provided over 23 years of student support and campus education to the University of North Texas campus. The 2016-2017 academic year brought many great changes and transitions for the office including the successful hire of our Student Services Coordinator and our Administrative Coordinator.

The Multicultural Center remains committed to cultivating a campus environment where people of all identities and experiences can thrive. It fosters the success and awareness of historically underrepresented student populations with an emphasis on disability, race/ethnicity, gender, interfaith, and sexual orientation. The center's programs and activities are developed to increase the awareness, understanding, and intersectionality of the various identities in the UNT community through:

- ➔ Campus Education
- ➔ Engagement and Involvement
- ➔ Student Success Resources

Programs & Initiatives

The Multicultural Center provided various cultural engagement, awareness, and leadership opportunities over the 2016 - 17 academic year. The center was able to collaborate and expand on multiple initiatives that impacted both the on and off campus community. The following are some highlights from the year:

A Few Good Men

Moving into its second year of programming, this men of color mentoring initiative established to support African American students will expand and build on its first year success. The program connects UNT alumni and students monthly to build personal and professional skills. More than 40 students participated in the program throughout the course of the semester.

Alternative Winter Break – St. Louis, MO

In partnership with the Center for Leadership & Service, the Multicultural Center took 16 students on a service break focused on fighting the cycle of urban poverty through community empowerment and relationship building in a multi-generational approach. Students were able to engage families in St. Louis via programming to drive academic and professional success.

Alternative Spring Break - Atlanta, GA

In partnership with the Center for Leadership & Service, the Multicultural Center took 16 students on a service trip focused on international refugees and community empowerment. Students were able to learn about the history of Clarkston and work with local families to support that community.

Black Student Experience

The 6th annual BSE welcomed over 130 participants. BSE serves incoming freshman and transfer students over this two-day leadership retreat by promoting academic success, embracing cultural identity, enhancing leadership skills, and establishing mentoring relationships. Black staff, faculty, and alumni are invited to speak and engage with the students throughout the weekend.



Clothesline Project

Buddy System Peer Mentoring Program

The Buddy System connects new students to the University of North Texas by matching them with experienced upperclassmen as their mentors. The Buddy System assists participants with the A to Z of UNT by focusing on 6 core elements: Academics, Community Service, Cultural Awareness, Leadership, Socialization, and Career Development. It helps build community, promotes student involvement, and encourages successful development through their academic, social, and personal achievements. All mentors are encouraged to attend Access Mentoring training held multiple times during the fall Semester and twice throughout the spring semester.

Carnaval

Carnaval is an annual event co-sponsored with the University Program Council. This program serves as the kick-off event to Hispanic Heritage Month programs and allows the UNT community to celebrate all Spanish speaking countries while experiencing culturally unique food and music. More than 1,200 students attended the two-hour event.

Clothesline Project

The Clothesline Project honors women survivors, as well as victims of intimate partner violence. Participating in this project provides a powerful step towards helping survivors break the silence that has surrounded their experience. Students help begin a conversation about sexual abuse by decorating a t-shirt and hanging it on the clothesline for display throughout the day.

Fem Flicks Series

Fem Flicks is an annual program hosted with Women's & Gender Studies and the Media Library. This program consists of a series of films that spotlight various women's and gender issues such as domestic violence, hyper masculinity, and Title IX. Each screening was followed by a brief discussion that allowed students to share their thoughts on the film and think critically about how the topic impacted the UNT community and beyond. The program was attended by more than 85 undergraduate and graduate students.

La Vida Denton

La Vida Denton is an annual event designed to promote student engagement between the North Central Texas College, the University of North Texas, and Texas Woman's University Hispanic/Latinx student community. This event creates intentional opportunities for professional development such as internships, prospective employment, and mentoring with an emphasis on creating cultural and social awareness that the City of Denton provides.

People of Nia Celebration

The Multicultural Center collaborates with departments, in addition to cultural and ethnic student groups, to coordinate culturally-based graduation ceremonies that complement the University's commencement celebrations. These cultural celebrations acknowledge the value and uniqueness of underrepresented student experiences and serves to commemorate and highlight the accomplishments of individuals within their familial and cultural context. This year's celebration highlighted more than 65 graduates.



La Raza Graduation Ceremony

La Raza Graduation Ceremony

Like the People of Nia Celebration, the La Raza graduation ceremony includes various Latino cultural elements and graduates are given the opportunity to publicly thank individuals who have helped them throughout their educational career. A Raza Graduation gives an opportunity for friends and family to join students in celebrating their success at navigating the challenges of college in the spirit of Latino culture. This program works closely with the Hispanic/Latinx faculty group 'UNeTe' to plan and coordinate the day which impacted a total of 65 students and over 200 participants.

Staff



Damian Torres, Director

Damian joined the Multicultural Center in June 2012 as a graduate assistant. Damian served in that role for one year, was hired as the assistant director in May 2013, and became the director in the Fall of 2016.



Lauren Whiteman, Student Services Coordinator

Lauren joined the Multicultural Center staff in February of 2017. Prior to joining UNT, Lauren worked as the assistant director of Student Life and coordinator for African American student programs and services at the University of Oklahoma.



Pamela Fuller, Administrative Coordinator (Multicultural Center & Pride Alliance)

Pamela joined the Multicultural Center and Pride Alliance in May 2017. Prior to joining the Multicultural Center, Pamela worked with UNT's Business Services Center.

Follow us on Social Media

Want to stay engaged with the Multicultural Center? Follow us on social media for the most up to date information on programs and events happening:

 @UNTmulticulturalcenter

 @UNT_MC

Responding to EEO & Title IX Issues: Considerations for communicating on behalf of UNT

URCM
Summer 2017 Training

OFFICE OF EQUAL OPPORTUNITY
Division of Institutional Equity & Diversity



Jarrod Jenkins and Christina Brodie

Office of Equal Opportunity

Introduction

The Office of Equal Opportunity in the Division of Institutional Equity and Diversity is responsible for monitoring the university environment to prevent, stop, and remediate discrimination and retaliation on the basis of protected status. OEO enforces the University's equal opportunity policies and provides resolution of grievances, develops and delivers training to the university community, and oversees the university's compliance with its affirmative action objectives.

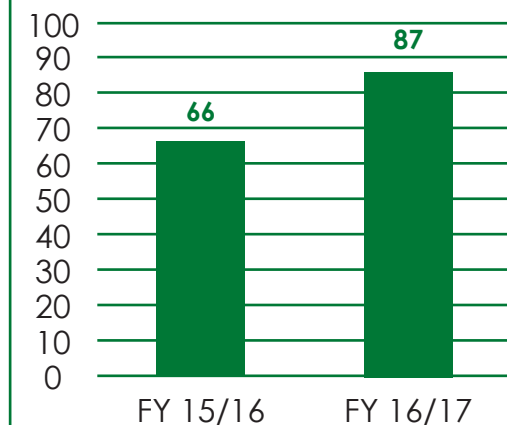
The highlights of the Equal Opportunity unit this year were its increased visibility on campus as evidenced by a rise in complaint activity, the development of training programs to ensure the university's compliance with Title IX, and OEO's involvement in a successful audit by the Texas Workforce Commission.

Complaint Resolution

In 2016-17, OEO responded to 87 cases. Of those cases, 34 contained allegations of harassment, 36 contained allegations of discrimination, 4 contained allegations of retaliation, and the remaining contained multiple allegations or did not initially specify a classification. These numbers represent an increase of 21 cases as compared to the 2015-16 fiscal year when OEO had 66 complaints. Therefore, OEO responded to 31.8% more cases this fiscal year.

Of the 87 cases this year, 35 were accepted by OEO for formal investigation, which is 11 more investigations than the 2015-16 fiscal year. 52 of the cases this year

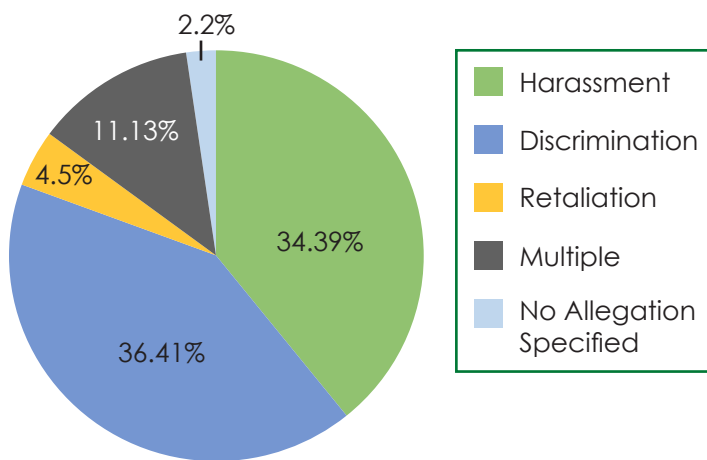
Rise in Cases - FY16 to FY17



were closed as inquiries. In the OEO process, inquiries generally do not provide enough information for a formal complaint, or cannot meet the standards of a viable complaint because they are missing some factor which is necessary under the discrimination policies OEO oversees. Most frequently, inquiries do not move to a formal investigation because the Complainant cannot demonstrate the relationship between the concern they are raising and a protected status.

Individuals filed complaints most frequently on the basis of sex (27 complaints) and race (14 complaints). The categories of disability, veteran's status, religion, age, national origin, retaliation, sexual orientation, and gender identity contained 5 complaints or less each. 11 complaints were based on multiple categories and 19 complaints did not associate the complaint with membership in a protected class.

Types of Allegations - OEO Cases



Case Outcomes

OEO responded to 100 percent of the inquiries and complaints submitted.

27 of the inquiries did not contain the elements of a viable EO complaint. In 16 inquiries, the complainant chose not to file a formal complaint or the complainant did not respond to OEO's request for additional information. 5 of the inquiries submitted did not fall under OEO's purview and were referred to another department as OEO was unable to investigate the claim.

With respect to the formal complaints that were fully investigated, 6 investigations uncovered sufficient evidence to support a policy violation, and 26 found insufficient evidence for a policy violation. The remaining cases had multiple outcomes, in that there was sufficient evidence for a policy violation on some allegations in the case, but the other allegations were not found to be policy violations. At the time of this report, there are 8 cases pending resolution.

Title IX Student Cases

OEO houses the Title IX Coordinator position. The Title IX Coordinator reviews all reports of sexual misconduct, relationship violence, and stalking, and provides oversight for the adjudication process that takes place in the Dean of Students Office. In 2016-2017, there were a total of 124 cases that contained allegations from or against a student. Of those complaints, 14 resulted in findings, 22 resulted in no findings, and 68 did not present enough information to open an investigation, were not viable complaints, or the Complainant was so reluctant to engage in the process that it caused the process to be unsuccessful. At the time of this report, 20 cases are still open and pending resolution.

Although OEO works to reduce incidents of discrimination and harassment within the UNT

community, the unit firmly believes that addressing complaints effectively supports the university's strategic plan goals of encouraging a diverse and inclusive campus environment, thereby improving student retention and graduation. In support of this perspective, as well as the increased caseload, OEO created a new position which was filled in the spring of 2017. The EO Investigator allows OEO to offer walk-in appointments and supports the two Assistant Director positions who have other duties apart from investigations.

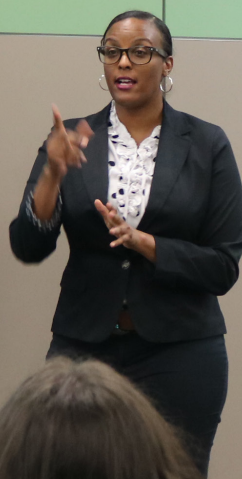
Training Activity

Online Training

The 2016-2017 fiscal year was a banner year for OEO's employee training efforts. OEO launched two online training courses: "Preventing Sexual Misconduct" and "Preventing Discrimination and Harassment." The first course was part of an OEO initiative to ensure that all employees were trained on their responsibilities to prevent sexual misconduct, and to respond to sexual misconduct in a way that ensures UNT's compliance with Title IX and VAWA. The second course was introduced to create a foundation for equal employment opportunity initiatives by ensuring that all supervisors and managers were aware of their responsibility to prevent and respond to protected status discrimination.

OEO launched "Preventing Discrimination and Harassment for Managers" on November 1st, 2016, and assigned the course to all UNT employees with supervisory responsibilities as a part of their position. This training has a current completion rate of 98.8%. The training was a significant success for the unit, and for the university as a whole. Under Title VII, an employer is liable for workplace harassment if the harasser is a supervisor and the harassment results in a tangible employment action. However, if the harassment does not result in a tangible employment action, the employer can avoid legal liability if the employer can show that it exercised reasonable care to prevent and correct any harassing behavior. University-sponsored programs that provide anti-harassment education are a cornerstone of the university's defense. In *EEOC v. Boh Brothers*, the United States Court of Appeals for the Fifth Circuit stated that an employer can show it exercised reasonable care to prevent and promptly correct harassing behavior by "implementing suitable institutional policies and educational programs regarding...harassment".

OEO's "Preventing Sexual Misconduct" training was launched one month later on December 1, 2016 for all full-time UNT employees. This training has a current completion rate of 87%, which is also a success for OEO



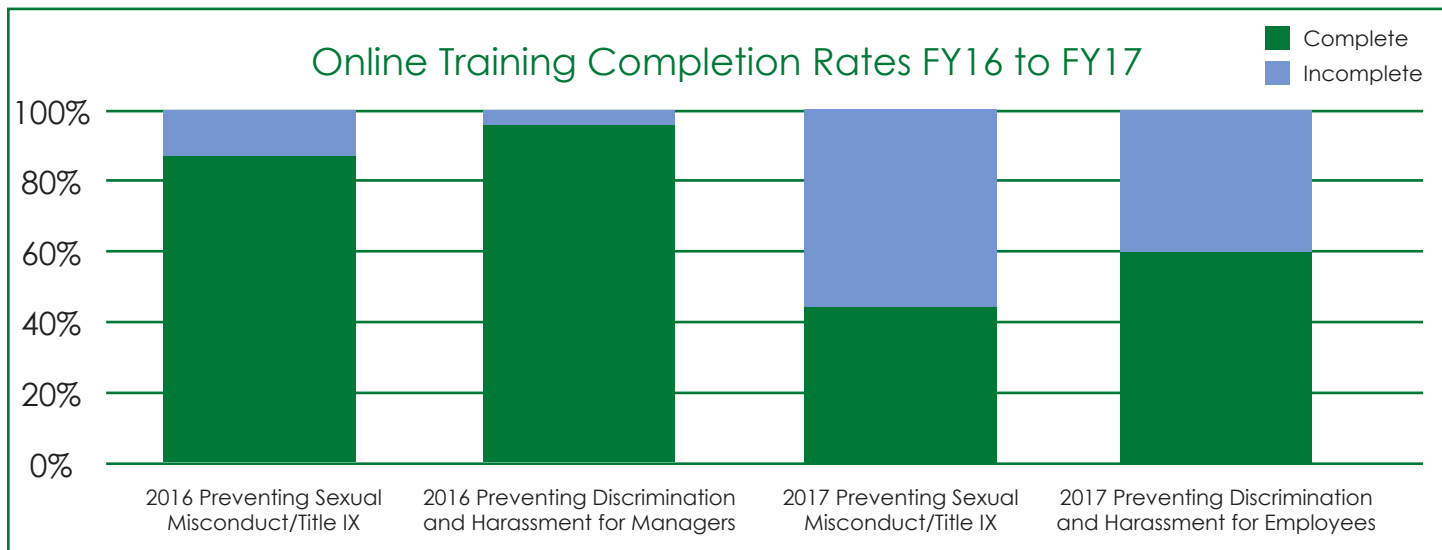
Christina Brodie

and the university as a whole. The Violence Against Women Reauthorization Act (VAWA) which former President Obama signed into law on March 7, 2014 required universities to offer primary prevention and awareness programs that promote awareness of sexual assault, relationship violence, and stalking to new employees.

The Office of Civil Rights has provided guidance stating that universities must take effective steps to prevent the recurrence of sexual violence, which is impossible without the assistance of university employees outside the Title IX Coordinator's unit. As a continuation of this effort, OEO launched a module of this same training for part-time employees on April 17, 2017, and to all full-time employees hired after December 2016. The module currently has a 43% completion rate.

In November and December 2016, OEO participated in a Personnel Policy and Procedures Review (PPR) of UNT performed by the Texas Workforce Commission. In response to that audit, OEO initiated a general anti-discrimination module for all employees who had not completed equal opportunity training in the past two years, or who did not receive equal opportunity training as new hires. The training launched on April 10, 2017, and has a current completion rate of 60%.

OEO will be expanding its efforts in the 2017-18 fiscal year by developing UNT-specific anti-harassment training modules. The 2016-17 online modules were extensive revisions of packages offered by Thomson Reuters/WeComply. While they were effective, OEO believes that its training should address the specific issues the office encounters in complaints and investigations at UNT.



In Person Training

Section 21.010 of the Texas Labor Code requires state agencies to provide their employees with a training program that covers employment discrimination and sexual harassment. Additionally, the Equal Employment Opportunity Commission advises that employers periodically train each employees on the contexts of the organization's anti-harassment policy. In light of this guidance, OEO expanded its training courses and opportunities in FY 2016-17.

OEO partnered with two units in the Office of the Provost, Academic Resources and Faculty Success, to create a training program for faculty members who were part of search committees. The purpose of the program was to advance UNT's affirmative action goals by ensuring that search committees have resources to enable them recruit diverse candidates. The program also addressed equal opportunity issues that could occur during recruiting and interviewing, and will help to prevent discrimination or harassment in hiring. OEO continued to offer its core in-person training programs such as anti-discrimination training in New Hire Orientation, Title IX and sexual misconduct prevention training for employees, and general EEO training for departments upon request.

Policy Activity

OEO's activities in this area are essential to furthering the university's goal of becoming a national leader among universities in employee relations, operational effectiveness and service to constituencies. OEO has endeavored to review and revise the university's equal opportunity policies in the 2016-17 fiscal year to reflect the current direction of the division and to prevent some of the enforcement gaps that currently exist. OEO proposed revisions to the university's Disability Accommodations Policy for Students and Academic Units to ensure that the policy states an affirmative obligation that faculty members have to provide accommodations to students. The revised policy was approved by the university Policy Advisory Group and is under review with the Office of General Counsel. Additionally, OEO is working with the Dean of Students and the Office of General Counsel to respond to the requirements of bills in the Texas legislature, specifically Senate Bill 968 and 969 which address sexual assault, relationship violence, and stalking at universities.

Staff



Inya Baiye joined OEO in November 2015 and came to UNT from Ohio University where she held a similar position. Inya oversees the university's compliance with federal and state laws and university policies that prohibit discrimination.



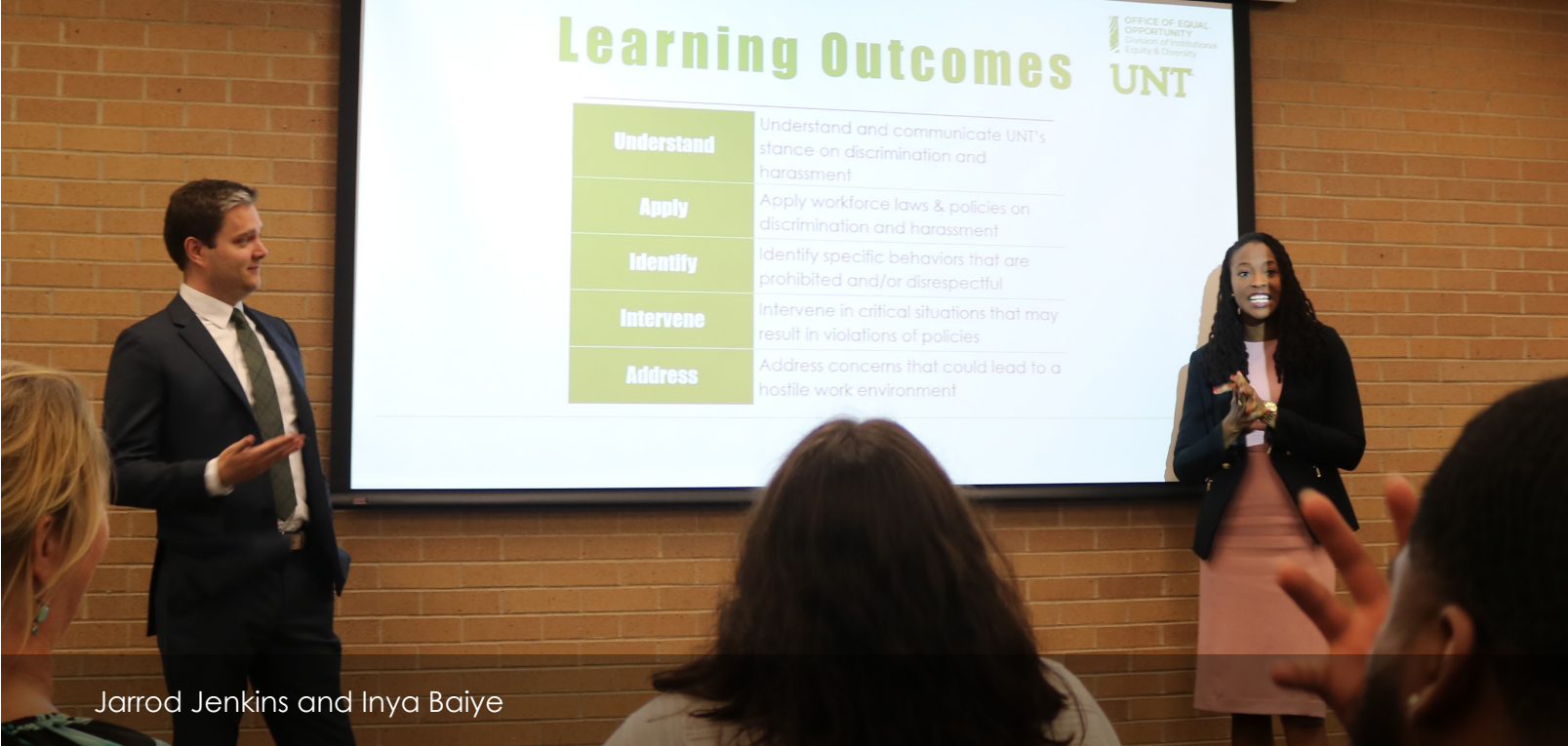
Christina Brodie joined the Office of Equal Opportunity in January of 2016, and serves as one of UNT's primary Equal Opportunity investigators. With over 10 years of experience in investigations, she also holds a Juris Doctorate from the University of Connecticut.



Jarrod Jenkins joined the Office of Equal Opportunity in June 2017. His primary responsibilities include conducting investigations of allegations of discrimination and/or harassment and presenting training on equal opportunity topics at new hire orientations and faculty search committee training.



Rebecca Dobrin joined the Office of Equal Opportunity in May of 2016. Rebecca provides administrative support for the unit, as well as serving as the administrative assistant to Ms. Inya Baiye.



Jarrod Jenkins and Inya Baiye

Engagement

The OEO staff participated in the following committees and activities:

- The Consortium for Title IX and Equality in Higher Ed
- Texas Mediator Credentialing Association
- Cultivating Safe College Campuses Consortium
- North Texas Sexual Assault Coalition
- North Texas Industry Liaison Group
- North Texas Lead
- North Texas Coalition for Human Trafficking
- Dallas Upward Bound
- UNT Policy Working Group
- UNT ADA Committee
- UNT Electronic Accessibility Committee
- UNT Committee on the Education & Prevention of Sexual Assault & Intimate Partner Violence
- UNT Campus Assault Response Team
- UNT Staff Senate

OEO staff presented at the Southern Association of College and University Business Officers (SACUBO), in November 2016.

Recommendations

In keeping with the recommendations in the 2015-16 annual report, OEO has overhauled the departmental website to reflect the current direction of the unit and its emphasis on investigations, training, and the activities under Title IX and the Americans with Disabilities

Act. OEO now offers its constituents the ability to request a training online and to provide feedback on the effectiveness of the office's training programs.

With respect to the 2017-18 year, OEO will need to fill its open position for an assistant director in the fall 2017 semester. Additionally, OEO is benchmarking comparable institutions to enhance sexual misconduct prevention education targeted at male students, and to enhance support services for respondents in student sexual misconduct cases.

Lastly, OEO will continue to engage in review and revision of equal opportunity policies, such as the Non-Discrimination policy which is currently being redrafted by OEO staff.

Contact Information

If you need to get in touch with the Office of Equal Opportunity, you may contact us in the following ways:

Location

Hurley Administration Building 175

Phone

940.565.2759

Email

oeo@unt.edu



Division Looking Ahead

The Division of Institutional Equity & Diversity held its annual planning retreat on July 27, 2017 at UNT's New Campus at Frisco. This year marked the fourth year that the division has held a planning retreat. With sessions including Clifton StrengthsFinder, self-care, emotional intelligence, and dealing with difficult people, the retreat afforded new division employees an opportunity to meet other members of the Equity and Diversity team and engage in team building activities. The Equity & Diversity team identified three goals that will form the basis of its work over the next three years and were discussed at the annual planning retreat.

Goal 1

Develop a more efficient business model: will improve the infrastructure of the division's offices and centers and promote cost-savings.

Goal 2

Institutionalize the division's equity and diversity programs and services: will ensure that the division's work becomes an integral part of the university's operations and in making UNT a great place to work and learn.

Goal 3

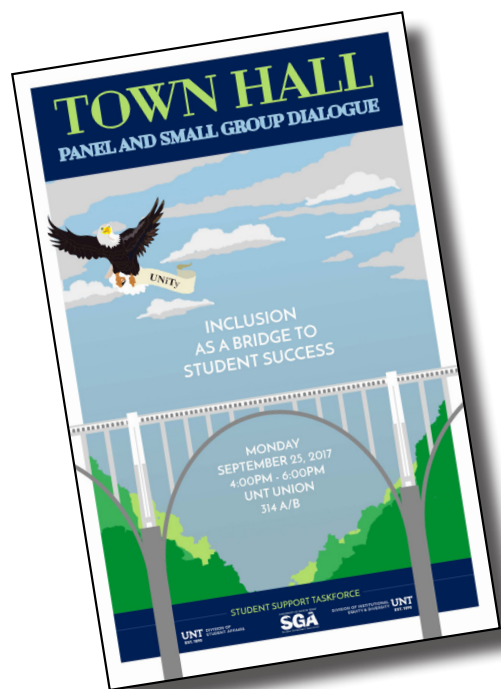
Enhance internal and external partnerships: will promote community engagement at UNT as well as in Denton and the larger Metroplex.

Continuing this year are highly praised educational workshops offered by the Office of Diversity and Inclusion. Whether a customized workshop to address a particular concern or one of their standard offerings, Shani Barrax Moore and the ODI team can provide training to meet the needs of faculty, staff and students. From *Cultural Humility: Seeing Ourselves to See Others* to comprehensive series such as *Inclusion, Equity, and Community Building*, these insightful workshops meet participants where they are on the continuum of awareness, understanding, and appreciating diversity, and the roles they can play as individuals and units to advance intentional inclusion.

UNT Campus Climate Survey

During the 2017-18, the Division of Institutional Equity & Diversity will undertake a series of campus climate surveys designed to assess matters of access, equity, and inclusion across all populations—faculty, staff, students, and administrators. The surveys will enable the division to gather the meaningful data necessary to enact impactful change on the campus. There will be incentives offered to encourage the campus community to complete the surveys. Watch for additional information about the surveys and be among the first to complete yours and be eligible to claim one of the prizes.

Inclusion, Equity and Community Building



SSTF Town Hall Series

Continuing the success of the Student Support Task Force's (SSTF) efforts to provide broader awareness of inclusion through student voice, several town halls are planned throughout the year to create bonding and bridging capital among and between students. These sessions will provide opportunities for perspective sharing and action as the university prepares to fortify its equity and inclusion efforts with data from the climate survey, and allow students to begin active engagement with solution-based dialogue.

Inclusive Excellence Award



The division will broaden its internal community engagement efforts in its second year of conferring the Inclusive Excellence Award. With the development of an award review committee and call for nominations in the fall, a UNT department or unit will be showcased and rewarded for their efforts to practice intentional inclusion and inclusive excellence through its policies, programs, practices, and people.

E-Newsletter and Television Show

October 2017 will see the debut of the division's new e-Newsletter. This publication will provide information about current equity and diversity issues at UNT and in higher education. The newsletter will offer a robust calendar of events at UNT and feature outstanding faculty, staff, students and departments whose visible commitment to equity and diversity make the campus community more welcoming and inclusive.

Through a partnership with the Mayborn College of Journalism, the division will also host a new public affairs show on Denton Community Television called "Social Justice and Community Engagement." The show will highlight UNT speakers related to diversity, equity, and inclusion and the division's efforts to create a more inclusive community in the City of Denton.

Contact Information

University of North Texas
Division of Institutional Equity and Diversity

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