
Division of Institutional Equity & Diversity



2017 - 2018 Annual Report



Division of Institutional Equity & Diversity

Office of Diversity & Inclusion | Multicultural Center | Pride Alliance | Office of Equal Opportunity

Mission, Vision, and Goals

Mission: The Division of Institutional Equity and Diversity is committed to inclusive excellence. Our goal is to champion equity, access and engagement to create a welcoming campus community where diverse faculty, staff and students thrive.

Vision: All members of the UNT community value, support and respect each other and leverage the educational benefits of diversity.

Goals:

- ➔ **Develop a more efficient business model.** This will improve the infrastructure of the Division's offices and centers and promote cost-savings.
- ➔ **Institutionalize the Division's equity and diversity programs and services.** This 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.
- ➔ **Enhance internal and external partnerships.** This will promote community engagement at UNT as well as in Denton and the larger Metroplex.



Joanne Woodard, vice president for Institutional Equity and Diversity, oversees UNT's efforts to maintain a diverse, welcoming and inclusive environment for students, faculty and staff and to build new alliances, partnerships and collaborations. She serves on the board of the National Association of Diversity Officers in Higher Education.



Christi Hestand, executive assistant, provides administrative support for the business management and staff services functions of the Division of Institutional Equity and Diversity. She is the editor of the Division's monthly Enewsletter.



Jacob Straka, communications specialist for the Institutional Equity & Diversity as well as the Mayborn School of Journalism, designs various marketing materials for both units and updates the content for both websites. He also teaches a course on technical communication.

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"We are, at almost every point of our day, immersed in cultural diversity: faces, clothes, smells, attitudes, values, traditions, behaviors, beliefs, rituals."

- Randa Abdel-Fattah



A glimpse from last year . . .

Dallas Dinner Table

From the Vice President

The cultural diversity described in the quote above is evident as the university community is a microcosm of the larger world. A world UNT wants its graduates to enter boldly with the cultural competence to help them succeed anywhere. A world where UNT is lauded as a research university that welcomes and supports "world-class" faculty and staff as they holistically approach solving societal grand challenges. Over the past year, the Division of Institutional Equity & Diversity continued its work of fostering an inclusive campus community where equity and diversity are core values.

The university's imminent status as a Minority Serving Institution (MSI) underscored the importance of our efforts to recognize, accept, respect and celebrate UNT's diversity in order to better serve our diverse students and enhance retention. Recognized by *INSIGHT Into Diversity* magazine as a "top college for diversity," UNT joined a select group of ninety-six institutions across the country receiving this distinction.

As you review the selected activities and accomplishments chronicled in this annual report, know that we are not content to rest on our laurels. The Division has made great strides in moving from its original identity to its authentic identity as the central unit providing leadership for the university's equity, diversity and inclusion efforts. Yet, there is much more that we want to do! We invite you to join the Division as a strategic diversity partner or ally as we work to make UNT even better.

Joanne Woodard

Joanne G. Woodard, Vice President

For nearly two decades, **Dallas Dinner Table** has organized small dinners across the Greater Dallas area on the Martin Luther King, Jr. holiday to enable participants to share their personal experiences and perspectives on race and race relations. With assistance from UNT Housing & Residence Life, the Division hosted the first Dallas Dinner Table held on the UNT campus in Rawlins residence hall.

Over dinner in this casual setting, participants from UNT and the surrounding Denton community engaged in dialogue facilitated by staff from the Office of Diversity & Inclusion. The Dallas Dinner Table was one of the Division's efforts to foster authentic conversations on key diversity issues and improve town-gown relations.

Christi Hestand, the Division's executive assistant, was recognized during Employee Appreciation Month with the **Spirit Award** for her infectious Mean Green spirit and for her work with the UNT Staff Senate.



2018 Staff Awards with Joanne Woodard and Christi Hestand

Her motto, "Don't aspire to be the best **ON** the team; aspire to be the best **FOR** the team!" is a clarion call for UNT employee engagement.

UNT By the Numbers

Source: UNT Fact Book 2017-2018

Students

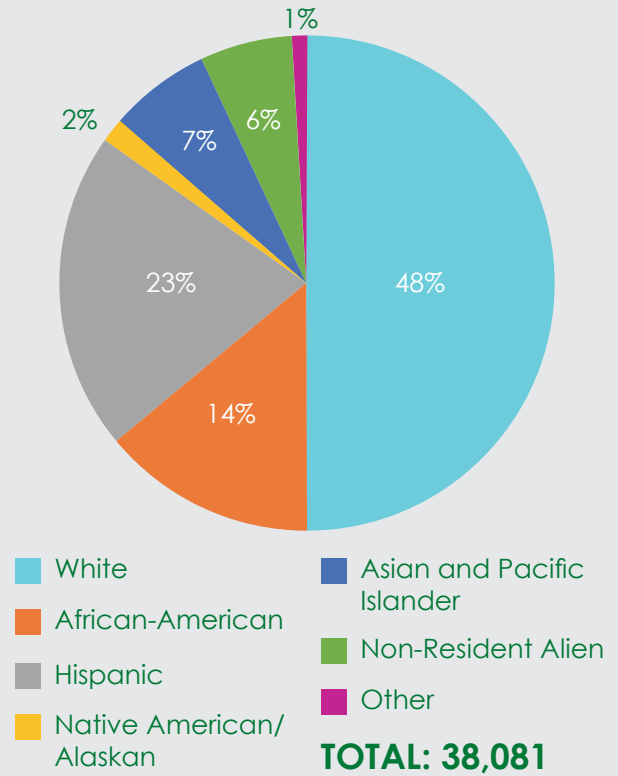
Gender



Average Student Age

Undergraduate: 22
 Graduate: 31.6
 All Students: 23.7

Race and Ethnicity



Enrolled students come from 139 countries

Employees

Distribution of Full-time Employees

(Transactional Data as of November, 2017)

	White	African American	American Indian	Asian	Native Hawaiian/Pacific	Hispanic	Not Available	2 or More Races	Total	All Employees
Faculty	733	55	1	164	1	78	33	14	1,079	31.0%
Secretarial/Clerical	336	48	3	4	0	65	8	14	478	13.7%
Professional Nonfaculty	662	98	4	62	0	93	18	27	964	27.7%
Service Maintenance	150	58	0	10	1	112	11	6	348	10.0%
Technical/Para-professional	56	4	0	7	0	7	3	2	79	2.3%
Skilled Crafts	113	8	0	0	0	25	2	1	149	4.3%
Executive/Admin./Managerial	280	36	0	20	0	29	9	9	383	11.0%
TOTAL	2,330	307	8	267	2	409	84	73	3,480	100.0%

The Division supports a number of different employee groups to foster their engagement, including **Employee Resource Groups (ERG)** such as **UNeTe** and the **Black Professional Network**, and Faculty Mentoring Groups such as **La Colectiva**, **LGBTQ Faculty Mentoring Group** and the **Black Faculty Network**.



October 29 - November 16

2018 Campus Inclusion Climate Survey

In the fall of 2018 from **October 29 to November 16**, the University of North Texas will distribute its first ever campus-wide climate survey to identify strengths and opportunities related to diversity, equity and inclusion to all faculty, staff, students and administrators. The survey will be available in both Spanish and English, and will serve as a blueprint for future diversity, equity and inclusion efforts for the university.

Constituent-specific surveys will be distributed via UNT email to faculty, staff, students and administrators with questions collecting data about their specific experiences. Incentives will be provided to increase participation, and respondent anonymity will be protected. Focus groups will be conducted in the spring of 2019 to collect qualitative data based upon trends identified in the quantitative data from the survey.

Why are we conducting this survey?

Climate surveys are a best practice for many institutions who collect data to make evidence-based decisions. Similarly, surveys such as the Gallup that measure employee engagement and the Collaborative on Academic Careers in Higher Education (COACHE) survey for faculty have been distributed at UNT and used to drive decision-making with the use of data.

As we continue to grow, inclusion has become an increasingly integral focal point for the University of North Texas due both to its changing demographics as an emerging Minority Serving Institution (MSI) with nearly 50% undergraduate students of color and our status as an

emerging Hispanic Serving Institution (HSI), currently with approximately 22% Latinx students. UNT will assess our existing policies, programs, practices and people to determine whether current approaches effectively serve these students, and the faculty and staff that support them. UNT also seeks to create a diverse and inclusive working environment where all employees - regardless of identity, rank or status - can be fully engaged.

The resulting data will be used to create a strategic plan for diversity and inclusion that will guide our efforts for the coming years as we strive to become one of the greatest places to work, learn and grow.

Planning Committee and Timeline

The Climate Survey Planning Committee has representation from faculty, staff, students and administrators across the campus appointed by the UNT President's Cabinet and based upon their roles across the university serving identity-based populations. Beginning in the fall of 2017, the planning committee worked collaboratively across three subcommittees: marketing, incentives and distribution – to actualize the climate survey's goal of awareness, engagement, and action.

Using the Viewfinder survey tool as a guide, the planning committee sought input from faculty, staff, students, and administrators to create surveys unique to UNT's needs. Leading the charge as the first institution to request that the survey tool be translated into Spanish, UNT will provide assistance to Spanish-speaking employees (as with the Gallup Survey) so they are also able to provide their perspectives through the climate survey tool.

Complete the survey, win prizes!



Visit edo.unt.edu/climatesurvey

Your voice matters.
#IncludeMeUNT



Incentives

To encourage participation in this ground-breaking effort, the climate survey's planning committee worked collaboratively both inside and outside UNT to identify incentives that would encourage students and employees to participate.

Among incentives donated by UNT partners include dining coupons and parking passes, Distinguished Lecture Series and Murchison Performing Arts tickets, and lunch with UNT President Neal Smatresk, who also donated his Dallas Cowboys tickets as a staff incentive.

The data will be disaggregated by various demographics asked in the survey to provide greater insights regarding student and employee experiences. Themes and trends identified in the survey will result in the creation of focus groups to collect more information.

Incentives for UNT faculty, staff, and students who complete the survey include:

- Hannah's on the Square gift certificates
- Personalized tour of Peterbilt Motors
- Dallas Mavericks tickets
- Dallas Stars tickets
- Faculty and staff professional development grants

Among the most exciting incentives is that students who complete the survey will be entered in a drawing to win a new car with taxes and fees included from Honda of Denton!

Marketing

In addition to marketing the survey through traditional channels such as digital ads and other outlets across campus, a social media campaign was created by the student American Marketing Association to encourage student support.

A hashtag **#IncludeMeUNT** was created to maximize social media impact. Student involvement was also sought for the creation of the climate survey logo, which was designed by UNT student Karinne West. Leaders from various student organizations will also be involved with promoting the climate survey to other students to maximize participation.

What's Next?

After the survey is distributed October 29 – November 16, quantitative data will be analyzed to determine whether qualitative data is needed via focus groups. Such groups will be conducted in the spring of 2019, after which the development of UNT's strategic plan for diversity, equity, and inclusion will begin.

Survey data and the strategic plan will be shared in the Fall of 2019, and recommendations regarding UNT's infrastructure of policies, programs, practices and people will be made in alignment with the survey data. These may include best practices such as the creation of diversity and inclusion councils across the campus, and perhaps improved talent management and acquisition strategies. Follow our progress at edo.unt.edu/climate.survey.



ACCESS GRANTED

Building Bridges to Inclusion

- 2018 UNT EQUITY & DIVERSITY CONFERENCE

2018 Equity & Diversity Conference

For the 18th year, approximately 600 UNT faculty, staff, students, administrators, and professionals from around the DFW Metroplex gathered at the UNT Union on February 22, 2018 for the Division of Institutional Equity and Diversity's annual Equity and Diversity Conference.

Themed "Access Granted: Building Bridges to Inclusion," the conference built upon the improvements of recent years with a cadre of first-time external sponsors, a new Social Justice Keynote Speaker, the inclusion of a thought-provoking production by the Department of Communications Studies, and conference keynote speakers providing interviews on the Division's Social Justice and Community Engagement program.

The Inclusive Excellence Award showcased approaches to institutionalizing equity and inclusion, and professionals received continuing education units for conference workshops. Social media connected conference participants' insights, and participants were invited to share their perspectives on the integral role of diversity, equity, and inclusion to promote UNT's upcoming climate survey.

Corporate Sponsors

While the conference historically has enjoyed the support of internal UNT sponsors, this year corporate partners offered their support, joining long-standing sponsor Wells Fargo. Eagle and Promotional Sponsor Sally Beauty provided an assortment of products valued at more than \$13,000 for conference participants, and Mayhill Hospital Behavioral Health supported the first ever Social Justice Speaker with their sponsorship. GCC Enterprises'

Inclusive Excellence sponsorship helped sustain the efforts of this year's award recipient, and Peterbilt Motors presented the "What We Talk About When We Talk About Race" Production. Their generous support has set a new standard for Equity and Diversity Conference partnerships.



Social Justice
Sponsor



Inclusive Excellence
Award Sponsor



Production Sponsor



Eagle Sponsor



Emerald Sponsor



Rosa Clemente



D-L Stewart



Inclusive Excellence Award Winners

Speakers

This year’s keynote speaker Rosa Clemente (pronouns she, her, hers) addressed activism and liberation, and answered questions in her “Conversation with Rosa Clemente” discussion around social action, collective power, and community building; identity and intersectionality; journalism and media; and activism within academia and the arts.

The 2018 conference debuted a new facet of the conference program, the Social Justice Keynote Speaker. The inaugural 2018 social justice speaker Dr. D-L Stewart’s (pronouns he/him/his and they/them/their) address, titled “Driving the Getaway Car: Moving from Allyship to Accompliceship in Social Justice Advocacy,” was introduced by Social Justice Sponsor Mayhill Hospital Behavioral Health. Dr. Stewart also delivered a workshop titled “Navigating Privilege and Marginalization in Building Social Justice Competence,” and provided insight on transgender inclusion in his *Social Justice and Community Engagement* interview.

Inclusive Excellence Award

For the second time, the Division of Institutional Equity and Diversity presented the Inclusive Excellence award to a UNT unit that demonstrated the principles of inclusive excellence set forth by the Association of American Colleges and Universities (AACU). 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, this approach has become a model of

connecting educational quality and inclusion efforts for universities across the country.

This year’s Inclusive Excellence award, sponsored by GCC Enterprises, was presented to UNT’s Department of Housing and Residence Life. Led by Executive Director Gina Vanacore, the department embarked upon a multi-year journey towards intentional inclusion to address some of the identity and climate-based challenges. The department became the first at UNT to commit all its employees to participation in the *Inclusion, Equity, and Community Building* series, designed specifically for Housing and Residence Life. Their participation resulted in restructuring of departmental meetings to invite voices from all levels of the organization to be included in operational decisions, and additional training extended to resident assistants (RAs) to develop cultural humility and increase awareness about the influence and impact of social identities on students’ experiences. Some ongoing initiatives include gender inclusive housing options for students, applying affirmative actions in the recruitment and selection of full-time and part-time staff so that the organization is reflective of the students it serves, and modification of housing rate structures to reduce the stigma associated with socioeconomic accommodations.

Through UNT’s partnership with UNT Libraries, videos of both keynotes and presentation of the Inclusive Excellence Award are available through the UNT Libraries Digital Resources page.



Workshop Session

UNT PRODUCTION

What We Talk About When We Talk About Race

SPONSORED BY



COLLABORATIVELY
WRITTEN, DIRECTED
AND PERFORMED BY
THE DEPARTMENT
OF COMMUNICATION
STUDIES



Conference Workshops

The 2018 workshop selection included topics around themes such as coalition building, faith/belief systems and non-faith tradition, Minority Serving Institution (MSI), gender identity and expression, citizenship and immigration, organizational change, and leadership and mentoring.

For the first time, partnerships resulted in the use of the conference curriculum for professionals to achieve continuing education units; many UNT and external organizations used the conference workshops as part of a professional development incentive for their employees. Highlighted conference workshops include:

- Building Bridges to Inclusion Through Universal Design
- Leading the Pack – Mentoring While Moving Through Self-Actualization
- Navigating Privilege and Marginalization in Building Social Justice Competence
- Teaching as Social Justice: Using your Consciousness to do Meaningful Work and Engineer Change
- New Faculty Mentoring at UNT: A Vehicle to Explore Inclusion

"What We Talk About When We Talk About Race" Production

As an added programmatic element of the 2018 conference, the conference registration included an encore production of Department of Communications Studies' unique play, *"What We Talk About When We Talk About Race."* Sponsored by Peterbilt Motors, the play was collaboratively written, directed, and performed by faculty and students in the Department of Communication Studies. The production's content began as frank and honest conversations about racialized experiences and race relations in America, and was well-received by a captivated audience, many of whom stayed for the talk-back with all the production's performers after the show.

Social Media

For the first time, the conference incorporated social media - both with a conference hashtag [#EDC18atUNT](#) and a social media wall using Wallrus through which conference attendees could view a live feed of tweets using the hashtag.

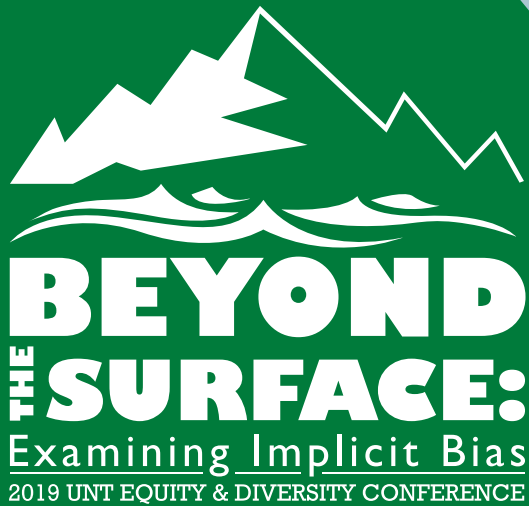
A social media link was also included in the Equity and Diversity Conference app. Also for the first time, a Snapchat geo filter was available for conference attendees to capture their conference experience.

Check out conversations from last year!

 [#EDC18atUNT](#)

Looking Ahead

2019 Equity & Diversity Conference



Featured Speakers:



Keynote Speaker
Howard J. Ross

Social Justice Speaker
Dr. Jalane Schmidt

The 2019 Equity and Diversity Conference will be held Thursday, February 28, 2019 in UNT's University Union. Themed "Beyond the Surface: Examining Implicit Bias," the conference will be keynoted by unconscious bias expert Howard J. Ross, author of *Our Search for Belonging: How Our Need to Connect is Tearing Us Apart*.

The conference will include a book signing and a private conversation with the keynote speaker for UNT partners and sponsors. The 2019 Social Justice Speaker will be University of Virginia Religious Studies professor and activist Dr. Jalane Schmidt, who was instrumental in the 2017 Charlottesville counter-protests.

Want to Support the Conference?

New this year, the 2019 Equity and Diversity Conference sponsorship packages include training and strategic advisement to those organizations who wish to partner with the Division to build their institutional capacity for diversity, equity, and inclusion. The presenting sponsorship also includes unique branding opportunities. Interested in the 2019 conference, including receiving continuing education units, sponsorship, or other involvement? Visit the Equity and Diversity Conference website at edo.unt.edu/equity-and-diversity-conference.

Conference Attendance Pricing:

The conference is **FREE** for UNT Denton administrators, faculty, staff and students. The cost of attendance for external participants is as follows:

- **\$75.00** Community Member/other University Participant
- **\$37.50** General Discounted Registration (for external sponsorship guests only)
- **\$25.00** Student from other Institution

 **Connect with us: #EDC19atUNT**



Mixed Greens

UNT
EST. 1890

**OFFICE OF DIVERSITY
& INCLUSION**

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

Education, Training, and Professional Development

The Office of Diversity and Inclusion continued to build the foundation to provide learning and development opportunities to students, faculty and staff, develop meaningful and effective internal and external partnerships, and strategically align with the Multicultural Center and Pride Alliance’s efforts.

This year, the office created a strategy to effectively meet the needs of campus units requesting diversity and inclusion education, training, and professional development requests with its **training inventory and request process**. Functioning as internal business partners and student success facilitators, the office conducts consultations with units across the university based upon their learning and development needs. To sustain an inclusive organizational culture, the office conducts follow up evaluations after customized learning and development sessions to determine programmatic impact and future training needs.

Inclusion, Equity, and Community Building Series

The Office of Diversity and Inclusion continued its work with UNT’s Housing and Residence Life Staff to have all its employees participate in the Inclusion, Equity, and Community Building (IECB) Series, resulting in the receipt of the Division of Institutional Equity and Diversity’s Inclusive Excellence Award. The unit continued its efforts towards intentional inclusion with additional training exploring the application of equity-mindedness to its policies, programs, practices and people and supervisory roles. **Student Health and Wellness became the second unit to participate in the Inclusion, Equity, and Community Building series**, with curriculum customization to include identified topics of providing inclusive patient care to transgender and international students. The series’ facilitation of organizational culture assessment resulted in administrator-led listening tours that provided employees an opportunity to be actively engaged in culture creation.

UNT President’s Cabinet

As part of the Division of Institutional Equity and Diversity’s goal to institutionalize its programs and services, **all members of UNT President Dr. Neal Smatresk’s cabinet participated in *Call to Inclusive Excellence: A Leadership Perspective* as part of their annual retreat**. This session used principles from the Association of American Colleges and Universities’ (AAC&U’s) publication *Step Up and Lead for Equity* and the Harvard Implicit Association Test to encourage cabinet members to consider the role of bias awareness, equity-mindedness, and cultural humility in their leadership roles at UNT.

2017-2018 Training Statistics

Training Requests Received:

29

Number of People Trained:

541

Training Hours Delivered:

185.5

Academic Affairs

More of UNT's academic units requested diversity and inclusion trainings this year, resulting in broader capacity for inclusive learning environments for UNT students. The Mayborn School of Journalism under the leadership of former Dean Dorothy Bland, committed all faculty and staff to participation in *Bias and Microaggression Awareness: Key Drivers for Inclusive Environments*.

This training combined bias awareness through the Harvard Implicit Association Test with an exploration of the impact of microaggressions on student success with the use of Dr. Yolanda Flores Niemann and Carla LynDale Bishop's video *Microaggressions in the Classroom* featuring UNT students.

The Department of Jazz Studies led by John Murphy participated in a similar training titled *Inclusive Language, Communication and Triggers*. Both learning and development opportunities encouraged faculty to consider how both students' and colleagues' identities are authored through unintentional passive exclusion, and encouraged more awareness of active and intentional inclusion through communication.

Additional training provided to academic affairs units included the World Languages department who received a training on the role of diversity, inclusion, and cultural dimensions on teaching and learning.

UNT System Human Resources Partnership

The Office of Diversity and Inclusion continued its partnership with UNT System HR's Talent Management to deliver the *Creating Inclusive Workplace Environments*

Training Feedback

"We were a bit hesitant about investing six hours. However, the participants agreed the time was well spent and engaging."

- Dorothy Bland,
Professor, Mayborn School of Journalism

"I've been to a lot of training sessions, workshops, and chair academies. I can't remember one where I finished it thinking '100% of this was useful.' I can say that about today's session."

- John Murphy,
Professor, Department of Jazz Studies

session as part of its *Supervisory Building Blocks* series.

New this year was a webinar, *Cultural Humility and Inclusion: Seeing Ourselves to See Others*, delivered by director of diversity and inclusion Shani Barrax Moore and moderated by UNT senior talent management specialist Amanda Fisher.

The webinar serves as a resource on the Division's webpage to provide an introduction to cultural humility and inclusion. The two units also worked collaboratively to launch UNT System's Learning Management System (LMS). Employees who participate in any of the Office of Diversity and Inclusion's trainings may now register through the LMS and receive credit in their professional development record.

External Training

As the Office of Diversity and Inclusion built and began its unique learning and development offerings, groups outside of UNT began to request them for their companies and organizations.

One such delivery was with the Girl Scouts of North Texas, for whom the office delivered a training on microaggressions and inclusive language. As learning needs have increased, the office created a partnership with UNT's Professional Development Institute to build a platform for such external organizations to take advantage of the department's training resources.



Loving vs. Virginia Commemoration

Programming

Tent Talks

"Tent Talks" is a new Office of Diversity and Inclusion program providing the UNT community a safe space for facilitated impromptu dialogue on the Library Mall and at Discovery Park. Held the first Tuesday, Wednesday, and Thursday of each month, the topics also are designed to build awareness about and promote engagement with Pride Alliance and Multicultural Center events. Participants are invited to respond to a prompt on a white board by writing a message, staying for conversation, or simply reading comments. Participants collect and share multiple perspectives about a range of topics, including Halloween costumes and cultural appropriation, Queer and Trans inclusion and the bathroom ban, and ways to become a bridge to inclusion.

Unlikely Allies

As a continuation of the series based upon Dr. Karen Dace's book, *Unlikely Allies in the Academy: Women of Color and White Women in Conversation*, the Office of Diversity and Inclusion invited Dr. Theresa Torres, author of *A Latina Testimonio: Challenges as an Academic, Issues of Difference, and a Call for Solidarity with White Female Academics* to UNT. Dr. Torres and her colleague, white ally Lisa McCarty facilitated "Part III: Creating Space for Difficult Conversations and Opportunities for Cross-Cultural and Cross-Racial Conversations" in fall of 2017. Part III of the series led to a dialogue-based continuation of the program, as participants expressed their desire to unpack the perspectives shared in the first three parts with their UNT colleagues. The series continued in the spring of 2018 with "Unlikely Allies in the Academy Part IV: Let's Talk," during which participants came together

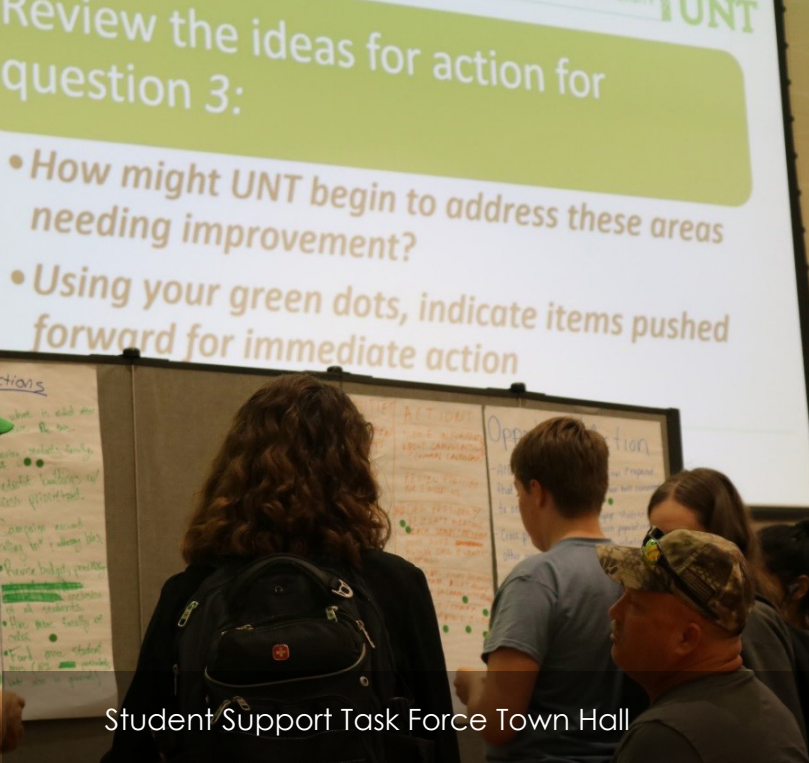
to identify intragroup and intergroup topics that would address barriers to authentic coalition-building for white women and women of color. Intragroup sessions for white women and women of color were held during the summer of 2018 to allow UNT faculty and staff participants to develop bonding capital. The intragroup sessions gave participants the opportunity to identify common perspectives, experiences, and challenges in preparation for the fall intergroup sessions, during which these perspectives will be shared and bridging capital through action planning will begin.

Loving vs. Virginia Commemoration

In commemoration of the 50th anniversary of the U.S. Supreme Court decision in *Loving v. Virginia*, which legalized interracial marriage in the United States, the Office of Diversity and Inclusion with student group co-sponsors National Association for the Advancement of Colored People (NAACP), League of United Latin American Citizens (LULAC), and Progressive Black Student Organization (PBSO), provided an authentic panel conversation in September of 2017 about the happiness and hardships interracial couples face 50 years after interracial marriages were legalized. Before the panel, Shanae Jefferies, Teaching Fellow from the Department of Sociology, provided an interactive historical and statistical context for the discussion. The event led to the founding of Mixed Greens, UNT's first student organization for multiracial students.

Mixed Greens

"Mixed Greens" began as the result the Office of Diversity and Inclusion's interracial relationship panel, as students realized the need for a student organization for one of



Student Support Task Force Town Hall



Safe Brave Space

UNT's fastest growing student populations, multiracial students. This student organization, which represents leadership from undergraduate, graduate and post-graduate students, is open to all students and addresses the unique needs of those who are multiracial/ethnic, transracially adopted, in an interracial relationship and/or who are allies. To engage the campus, they posed a related question during "Tent Talks" in the Library Mall asking those who are multiracial/ethnic, "What are you?...most proud of?"

The student organization is co-advised by Assistant Director of Diversity and Inclusion Teresita Hurtado Ramos, former Office of Diversity and Inclusion program assistant, Elsitá Dean, and director of affinity alumni programs, Daniel Suda.

Student Support Task Force

A joint effort of the Division of Institutional Equity and Diversity and the Division of Student Affairs, the Student Support Task Force assesses and creates opportunities to advance the goal of an intentionally inclusive UNT community.

The Task Force kicked off the academic year with its town hall themed "Inclusion as a Bridge to Student Success." The event included panelists of varying backgrounds sharing perspectives on inclusion relative to their identities, and engaged faculty, staff, and students as table facilitators to identify topics affecting students that should be addressed by the Task Force based upon their experiences of inclusion, exclusion, and ally support. Topics raised included students indicating a need for more faculty reflective of the student population and more

inclusion training for employees. The town hall resulted in two emerging themes the Student Support Task Force addressed for 2017-18 academic year: student-employee engagement as a means of student support, and resources for UNT's homeless student population.

The themes identified by the Task Force resulted in an inventory of student resources for homeless students and those with housing challenges, and a survey identifying ways in which students want to engage with faculty and staff. The results have been incorporated into new and existing initiatives, including mentoring through ERGs and questions on the upcoming climate survey.

In addition to the Task Force's subcommittee work, its members mobilized in spring 2018 for a counter-protest in response to a demonstration organized by a group of non-UNT affiliated individuals who demonstrated outside the Library Mall in promotion of perspectives of bias and inclusion that were incongruent with UNT's values. UNT students exercised their own free speech rights to dispute these sentiments that sought to divide us. In addition, the Student Support Task Force, ODI and DOS, in a quick call to action, hosted "Safe Brave Spaces" in response to the unexpected demonstration that occurred.

The space provided students who may have been triggered from the demonstrators' explicit content an opportunity to process what they witnessed, how it may have affected them and the UNT community, get support from counselors, and discuss how the right to free speech may result in such events.



First episode with guests Dr. Teresa Torres and Lisa McCarty

Social Justice and Community Engagement Television Program

The Division's *Social Justice and Community Engagement* television program hosted by director of diversity and inclusion Shani Barrax Moore is a joint venture between the Division and the Mayborn School of Journalism. The television show also helps to better publicize the work of the Division. The program's episodes, which run on Denton Community Television and the Division's website, provide a platform for programming of interest to those outside of UNT to be shared with the community. Its first episode included Unlikely Allies in the Academy speakers Dr. Teresa Torres and Lisa McCarty, and featured UNT's diversity and inclusion programming.

Employee Resource Groups

The Office of Diversity and Inclusion began its restructuring of UNT's employee resource groups (formerly referred to as Special Interest Group Networks) to align them with the pillars of student, employee, and community/alumni support and engagement. Building upon the success of UNETE, UNT's Latinx and longest-standing employee resource group, the office supported the creation of the Black Professional Network. A resource group for UNT's Lesbian, Gay, Bisexual, and Transgender employees is also being developed. The groups will work in conjunction with faculty senate and mentoring groups and affinity-based alumni groups (such as Black Alumni Network) to create strategic support for UNT employees and students.

Strategic Partnerships

The Division's internal and external strategic partnerships have helped to advance divisional and university goals. One notable partnership is that of *UNT Libraries Digital Resources Guide*. Librarians Lily Ramin and Pamela Andrews maintain the content and scholarly works, respectively. The guide provides resources such as recordings of programs like the Equity and Diversity Conference and Unlikely Allies, diversity and inclusion suggested resources of books, readings, and videos that can be used for academic and professional development, and heritage month resources that supplement Multicultural Center programming.

Staff



Shani Barrax Moore joined the Office of Diversity and Inclusion as its inaugural director in February 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 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 2017. Her primary responsibilities are administrative and program support, including additional tasks such as digital media editing and creation.

Connect with us!

 @UNTDiversityInclusion

 @DiversityUNT

 @untdiversity



Students from the University of North Texas 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.

UNT
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PRIDE ALLIANCE

The University of North Texas Pride Alliance is a gender and sexuality resource center and a safe and welcoming space for all. The values that drive our work include:

- **Education:** Providing information, mentoring, programs, and training opportunities that create awareness, understanding, and inclusion of all gender and sexual identities represented within the UNT community.
- **Engagement and Involvement:** Serving the UNT community through partnerships with campus and community organizations and promoting policies and practices that are inclusive of all gender and sexual identities.
- **Student Success and Leadership Development:** 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 creating support systems to enable achievement.

Initiatives

OUTfits Clothing Closet

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

Alternative Winter Break - Nashville, TN

In collaboration with the Center for Leadership and Service, the Pride Alliance co-founded UNT's first ever gender and sexuality focused alternative service break. During winter break, 14 students traveled to Nashville, Tennessee and provided service to community groups like the Oasis Center which provides free clothing to Queer and Trans youth experiencing homelessness.

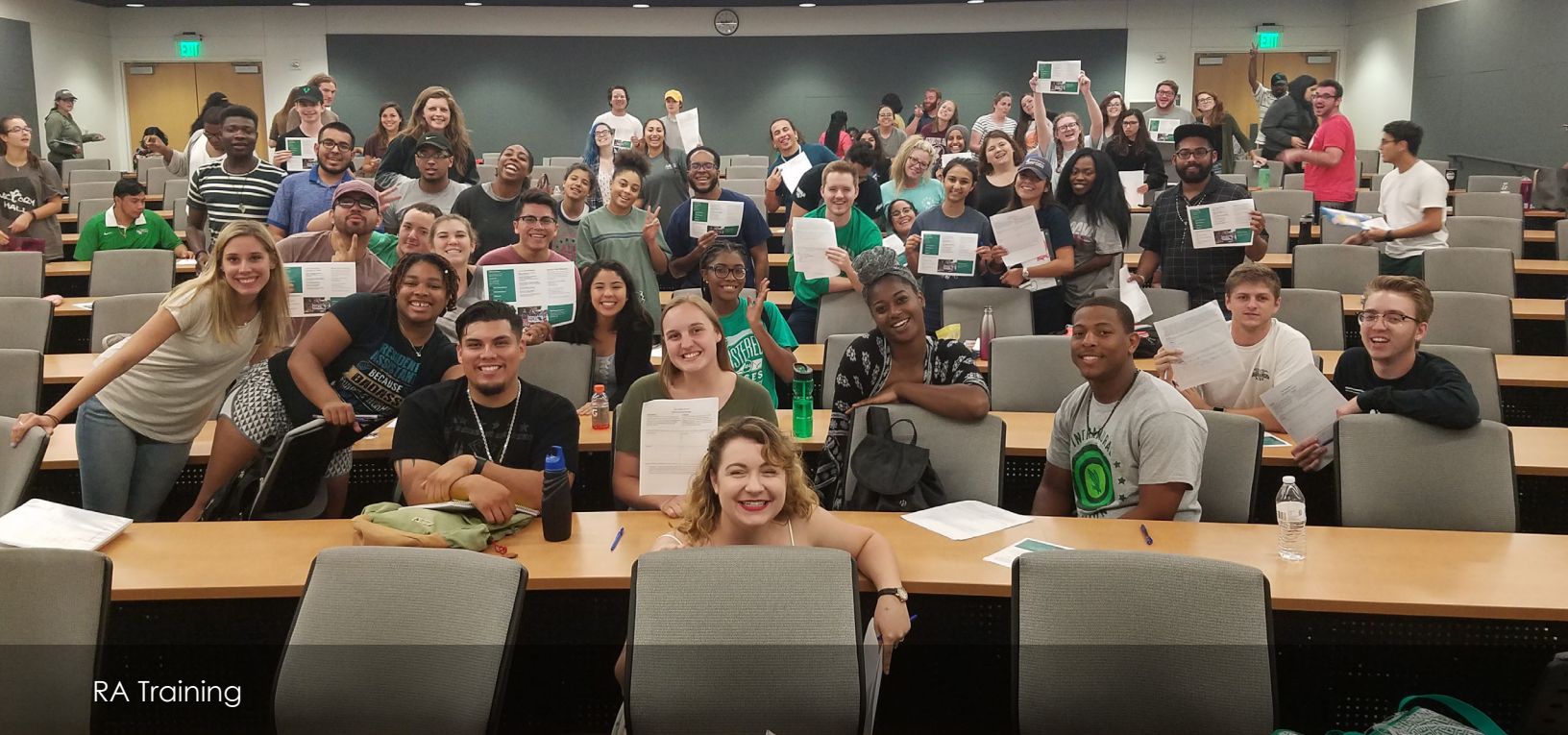
Programs

Fall Ball

The Pride Alliance collaborated with Gay and Lesbian Advocates and Defenders (GLAD) to host their third 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 and allowed students to connect to Homecoming traditions in an inclusive and supportive environment.

Lavender Graduation

Lavender Graduation celebrations give queer and trans students the chance to be individually recognized for completing their degree and to call attention to their specific involvement and contributions at UNT. 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.



RA Training



Union Open House

Outrageous Oral History

In collaboration with The Dallas Way, UNT's LGBT Studies Minor, and Willis Libraries, the Pride Alliance hosted this annual event featuring students and community members providing an oral account of their queer history. The event was recorded and posted to YouTube. 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 held once a year before winter break and was developed as a response to many Queer and Trans students not having a place to call "home" for the holidays. It featured a discussion about self-care over winter break, strategies to stay connected to support systems, and safety tips for students planning to come out to friends or family.

Second Chance Prom

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 their high school proms. This event gives students another opportunity to create memories with their chosen family.



National Coming Out Day

A Seat at the Table

The Pride Alliance organized a panel during Black History Month in February which gathered Black Queer and Trans students and staff to discuss these intersections of identity that impact 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.

Self-Care Series

In partnership with Counseling and Testing Services, the Pride Alliance presented a series of programs focusing on self-care for Queer and Trans students including topics like racial identity, sexual health, and community development. The concluding event in this series focused on physical health through a collaboration with the UNT Rock Wall and the UNT Pohl Recreation Center.

Somos Familia

Somos Familia took place during Hispanic/Latinx Heritage Month in September/October and gathered Queer and Trans Latinx students and staff to discuss the ways in which intersections of gender and racial identity affect them. Some of the themes included first generation college students, immigration, machismo/marianismo, religion, and sexuality.

Transgender Day of Remembrance

Transgender Day of Remembrance, November 20, is an 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 250 people.

UNT Drag Show

The Pride Alliance collaborated with GLAD, Housing, and University Program Council to sponsor UNT's third on-campus drag show featuring seven amateur drag queens and kings and hosted by Aja from RuPaul's Drag Race. With a crowd of over 1,000, the event was the largest collaboration for a Queer event on campus this year.



Staff

Kathleen Hobson (she/her/hers) joined the Pride Alliance as the inaugural student services coordinator in June 2014. She currently serves as the assistant director.



Alex Sylvester (they/them/theirs) 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.

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La Raza Graduation

UNT[®] | MULTICULTURAL CENTER

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Clothesline Project

The Multicultural Center has provided over 24 years of student support and campus education to the University of North Texas campus. The 2017 - 18 academic year brought many great changes and transitions for the office, including the successful hire of an additional Student Services 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**

The Multicultural Center provided various cultural engagement, awareness, and leadership opportunities during the 2017 - 18 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.

Programs

Black Student Experience (BSE)

The 8th annual BSE welcomed more than 135 participants in September 2017. BSE served incoming freshmen and transfer students at this two-day leadership retreat by promoting academic success, embracing cultural identity, enhancing leadership skills, and establishing mentoring relationships. Black staff, faculty, and alumni engaged with the students throughout the weekend.

Clothesline Project

Held in April and October, this project provided a powerful step towards helping survivors break the silence that has surrounded their experience. Students sparked conversations about sexual abuse by decorating a t-shirt and hanging it on the clothesline for display throughout the day.

La Vida Denton

Serving nearly 200 students and community partners each year, La Vida Denton is an annual event designed to promote student engagement between North Central Texas College, UNT, and Texas Woman's University's Hispanic/Latinx student community. This event created opportunities for professional development such as internships, prospective employment, and mentoring with an emphasis on creating cultural and social awareness which the City of Denton provides.



A Few Good Men

Multicultural Graduations

The Multicultural Center collaborated with numerous departments, in addition to cultural and ethnic student groups, to coordinate culturally-based graduation celebration ceremonies which complemented UNT's commencement celebrations. Held in December and May, these cultural celebrations acknowledged the value and uniqueness of underrepresented student experiences and served to commemorate and highlight the accomplishments of individuals within their familial and cultural context. This year the Multicultural Center celebrated the most students ever with more than 300 students receiving stoles and over 600 in attendance at the graduations.

Initiatives

A Few Good Men

Moving into its third year of programming, this men of color mentoring initiative established to support African American students, expanded and built on its earlier successes. The program connects UNT alumni and students in order to build personal and professional skills. More than 40 students participated in the program throughout the course of the academic year and gained invaluable knowledge on career-readiness. Participants secured internships and full-time job offers from employers such as IBM, Oracle, and local city governments.

Alternative Winter Break - San Juan, TX

In partnership with the Center for Leadership & Service, the Multicultural Center took 10 students on a service break, January 6 – 13, 2018, which focused on immigration and its impact on the educational, economic, and political systems in the United States.

Alternative Spring Break - St. Louis, MO

In partnership with the Center for Leadership & Service, the Multicultural Center took 14 students on a service break, March 13 - 17, 2018, which focused on fighting the cycle of urban poverty through community empowerment and relationship building in a multi-generational approach.

F.L.Y. Peer Ambassador Program

F.L.Y. (Fortify the Leader in You) Peer Ambassador Program is the newly enhanced peer mentoring program. Formerly known as The Buddy System, F.L.Y.'s purpose remains to connect new students to UNT by matching them with experienced sophomores, juniors, and seniors as their mentors. The F.L.Y. Peer Ambassador Program assists participants with the ins and outs of UNT by focusing on six core elements: academics, community service, cultural awareness, leadership, socialization, and career development. F.L.Y. is designed to build community, promote student involvement, and encourage successful development through their academic, social, and personal achievements.

Fem Flicks

Fem Flicks is a series of films focusing on various women's and gender issues such as domestic violence, hypermasculinity, 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. More than 175 undergraduate and graduate students attended the programs, which were co-hosted with Women's and Gender Studies and the Media Library.



Men of Color Cohorts — A new retention initiative
This 8-week program for men and masculine identities of color that focuses on identity development and awareness, personal achievement and goals, gender and cultural issues.

Staff



Damian Torres,
Director

Mr. Torres graduated from UNT with a degree in Emergency Administration and Planning. He also received an MEd in Higher Education from UNT's College of Education. He has served as the Director of the Multicultural Center since 2016. Mr. Torres is involved with a great variety of projects for all branches of Equity & Diversity.



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

Pam joined the Multicultural Center staff in May 2017. Prior to joining the Multicultural Center, Pam worked as an Administrative Assistant at UNT System.



Lauren Whiteman,
Student Services Coordinator

Lauren joined the Multicultural Center staff in February 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.



Shabaz Brown,
Student Services Coordinator

Shabaz joined the Multicultural Center staff in February 2018. Prior to joining the Multicultural Center, Shabaz worked as the Graduate Assistant in Enrollment Management.

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 @UNT_MC



Training sessions with Jarrod Jenkins and Christina Brodie

Office of Equal Opportunity

Introduction

The Office of Equal Opportunity (OEO) 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.

What OEO Does

- INVESTIGATES complaints of discrimination on the basis of a protected status, including, for example, sexual misconduct or failure to accommodate.
- MAINTAINS neutrality in all formal and informal processes that address claims of discrimination.
- PROVIDES guidance and training to the campus and community partners on affirmative action and civil rights, to include Title IX and the Americans with Disabilities Act (ADA).
- ADVISES campus leadership and upper administration on practices related to civil rights compliance.
- ENSURES all University policies and procedures are compliant with federal and state civil rights laws and regulations.
- COMPILES the annual affirmative action plan (AAP) for the University.
- REVIEWS employment hiring practices to ensure compliance with Equal Employment Opportunity and Affirmative Action benchmarks and goals.
- ACTS as the University ADA coordinator to provide reasonable accommodation to those living with

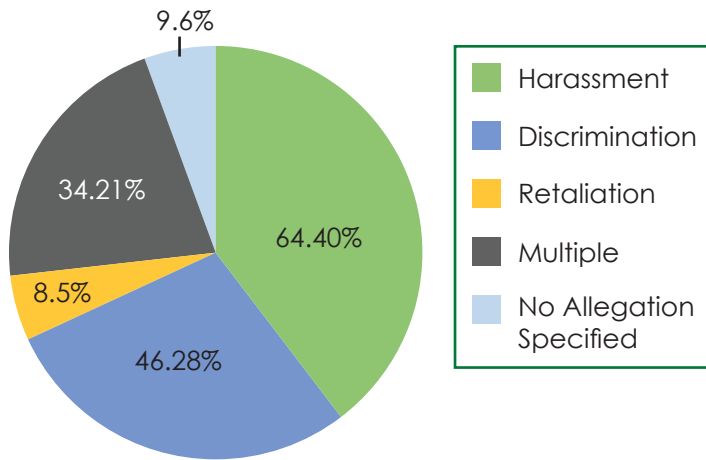
disabilities and ensure compliance with ADA laws. OEO also acts as the university Title IX coordinator to coordinate the university's compliance with Title IX.

- COLLABORATES with campus partners to ensure a commitment to a fair, equitable, and safe environment for individuals to pursue their academic and professional endeavors.

Complaint Resolution

In 2017-18, OEO responded to 161 cases. Of those cases, 64 contained allegations of harassment, 46 contained allegations of discrimination, 8 contained allegations of retaliation, and the remaining contained multiple allegations or did not specify a type of allegation. Of the 161 cases, 61 were accepted as formal complaints this year, which is 26 more investigations than we saw during the 2016-17 fiscal year. One hundred of the cases this year 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 (64 complaints), race (15 complaints), and disability (13 complaints). The categories of veteran's status, religion, age, national origin, sexual orientation, and gender identity contained 5 or fewer complaints per category. 28 complaints were based on multiple categories of protected status and 29 complaints did not associate the complaint with membership in a protected group.

Types of Allegations - OEO Cases



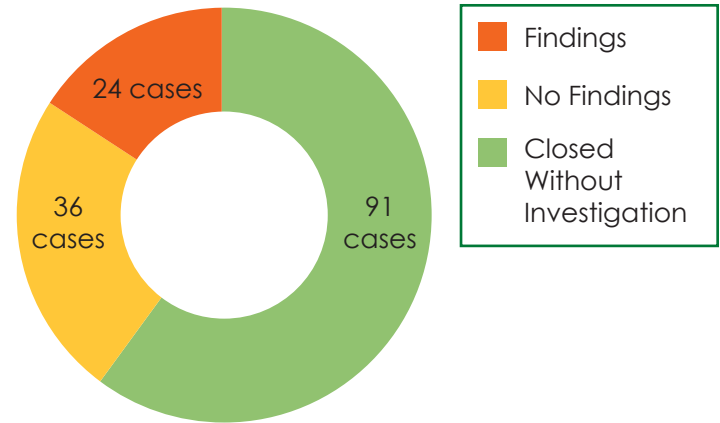
Case Outcomes

OEO responded to 100 percent of the inquiries and complaints submitted. Of the inquiries, 33 did not contain the elements of a viable EO complaint; in 29 cases, the Complainant chose not to file a formal complaint or did not respond to OEO's request for additional information. Twenty inquiries submitted did not fall under OEO purview; the remaining were referred to another UNT department or could not be investigated by OEO. Of the formal complaints that were fully investigated by OEO personnel, 14 contained sufficient evidence to support a policy violation, and 39 contained insufficient evidence for a policy violation. The four remaining cases resulted in multiple outcomes for the investigation. At the time of this report, there are four 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. Findings from these cases often result in a series of sanctions. The four levels of sanctions are: warning, probation, suspension, and expulsion. In 2017 - 18, there were a total of 176 Title IX cases that contained allegations from or against a student. Of those complaints, 24 resulted in findings, 36 resulted in no findings, and 91 did not present enough information to open an investigation or did not constitute a valid complaint. At the time of this report, 25 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 goal of encouraging a diverse and inclusive campus environment, thereby improving student retention and graduation.

Title IX Student Cases



Rise in Complaint Activity

Over the course of the past three fiscal years, there has been a steady increase in the number of cases being submitted both to the Office of Equal Opportunity and to the Dean of Students office and Title IX Coordinator.

From the 2015-16 fiscal year to present, there has been a 120% increase in OEO cases, and a 183% increase in Title IX Student Cases. The EO Office has responded to this increase in complaints by filling our Assistant Director position, as well as utilizing the EO Investigator position to respond to walk-in requests.

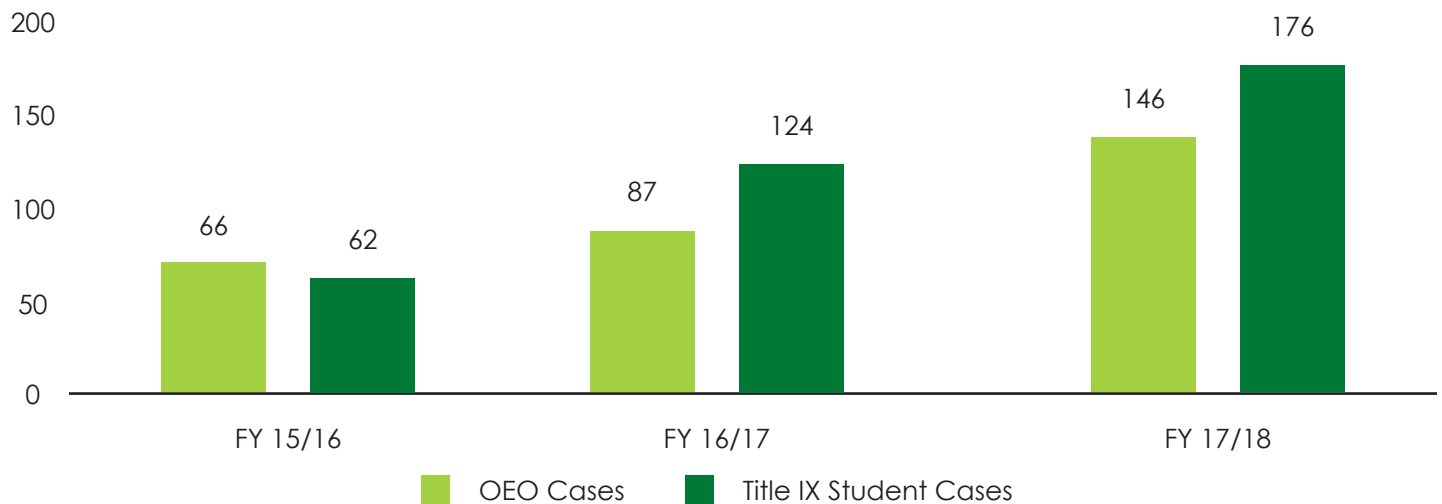
We attribute this increase in reporting to the University community's growing awareness of the problem of sexual misconduct on college campuses, increased trust in the University response processes, and better compliance with the requirement that advisors and supervisors report sexual misconduct to OEO.

Sexual Misconduct Posters



UNT is committed to supporting equality of education and employment opportunity by affirming the value of diversity and by promoting an environment free from discrimination. In furtherance of this commitment, OEO developed posters to educate the UNT community about the rights and responsibilities created by Title IX.

Complaint Activity - OEO Cases and Title IX Student Cases



In-Person Training

Section 21.010 of the Texas Labor Code requires state agencies to provide their employees with a training program that educates them on employment discrimination and sexual harassment. Additionally, the Equal Employment Opportunity Commission advises that employers periodically train each employee on the content of the organization's anti-harassment policy. In light of this guidance, OEO offers training for individual departments and organizations within the UNT community that covers these policies.

OEO believes that a critical component to a successful civil rights program is training and outreach to the campus community. Training and outreach create trust and collaboration with OEO and provide information about the services and resources OEO offers. During the 2017-18 year, OEO continued its partnership with the Office for Faculty Success within the Office of the Provost in offering Faculty Search Committee Training multiple times during the Fall and Spring semesters.

This training is designed to offer faculty members who are members of a search committee the resources necessary to enable them to recruit diverse candidates into UNT's many academic programs. The training also addresses various Equal Opportunity issues that could occur during recruiting and interviewing, and will help prevent discrimination or harassment in hiring. OEO continued to offer core in-person training programs such as anti-discrimination training in New Hire Orientation, Title IX and sexual misconduct training for employees, and general EEO training for departments upon request.

NCAA Athletics Training

On August 8, 2017, the NCAA Board of Governors adopted a policy stating that each University Chancellor/President, Director of Athletics, and Title IX Coordinator must attest annually that:

1. The athletics department is fully knowledgeable about, integrated in, and compliant with institutional policies and processes regarding sexual violence prevention and proper adjudication and resolution of acts of sexual violence.
2. The institutional policies and processes regarding sexual violence prevention and adjudication, and the name and contact information for the campus Title IX coordinator, are readily available within the department of athletics, and are provided to student-athletes.
3. All student-athletes, coaches and staff have been educated on sexual violence prevention, intervention and response.

In light of this policy, our office partnered with the Dean of Students Office and North Texas Athletics to provide training to UNT's student-athlete population as well as the coaching and administrative staff. Working with these departments, our office and the Dean of Students office offered a combination of online training and in-person trainings in order to ensure that the training needs were met. We are proud to report that as of May 1st 2018, our partnership with these offices resulted in a 100% completion rate for the NCAA required training. In the future we hope to streamline the training process by offering more training sessions for student-athletes and coaches as the year moves forward.

Affirmative Action Plan

Executive Order 11246 requires federal contractors to create a written Affirmative Action Plan (AAP) that measures whether women, minorities, veterans and individuals with disabilities are being employed at the expected rate given their composition of the contractor's workforce.

During the last fiscal year, the OEO worked with data stewards and campus partners to obtain workforce data on faculty and staff to create the AAP, run statistical analysis and prepare the voluminous report in compliance with federal law. The AAP is published on an annual basis. OEO has also worked with campus partners on issues of diversity, hiring best practices, AAP responsibilities and how to address underutilization.

One of the most important ways in which OEO has addressed these issues across campus is through the Faculty Search Committee training program, discussed above.

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.

During the 2017 - 18 year, OEO revised UNT policy 16.006: Information and Procedural Guidelines for Pursuing and Resolving a Complaint of Discrimination, Including Sexual Harassment.

This revision of policy 16.006 will reflect the direction of the Division and clarify the guidelines by which OEO will investigate complaints of discrimination, harassment, or retaliation.

This policy revision will also offer guidance for students and employees who wish to file a complaint with the EO office, including new time limits on when an individual can file a complaint as well as the types of complaints this office investigates.

Additionally, OEO proposed extensive 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 and is currently in use.

In partnership with DOS, OEO also implemented the requirements of two new Texas state laws, requiring that the University provide an avenue for anonymous reporting of sexual misconduct on its website, and granting amnesty to employees and students for conduct violations (e.g., underage drinking or illegal drug use) if the individual witnesses or is victimized by a sexual assault incident that occurred in connection with a violation of the Student Code of Conduct. OEO anticipates that these changes will encourage those who have experienced sexual misconduct to report it to the University.

ASAP Survey

In an effort to establish a clear picture of current campus perceptions and attitudes towards sexual misconduct, UNT proactively partnered with Texas Woman's University on a three-year \$750,000 U.S. Department of Health and Human Services grant aimed at creating a consistent and effective response to campus sexual assault in participating Texas institutions of higher education.

The grant is called Cultivating Safe College Campuses: A College Sexual Assault Policy and Prevention Consortium. In the spring of 2017, UNT conducted the Administrator-Researcher Campus Climate Collaborative (ARC3) survey.

The results from this survey provided the University with a comprehensive and transparent look at the experiences of the student body and valuable insight to inform ongoing prevention, education, and response efforts.

For specific campus report information, please visit the Division of Institutional Equity & Diversity website.

New Staff



Assistant Vice President, Eve Shatteen Bell - Ms. Bell joined OEO as Assistant Vice President of the unit and Director of the Office of Equal Opportunity on July 1, 2018. Ms. Bell joins the University after spending nearly a decade working as an attorney with the Office for Civil Rights (OCR) of the U. S. Department of Education in its Dallas regional

office. OCR is a federal agency with the responsibility of ensuring equal access to education through the enforcement of civil rights, and is specifically responsible for enforcing numerous federal civil rights laws that prohibit discrimination on the basis of race, color, national origin, sex, disability, or age in programs or activities that receive federal financial assistance from the Department

of Education. While at OCR, Ms. Bell gained extensive experience assisting postsecondary institutions with developing training, policies, and procedures to ensure that programs were fully compliant with relevant federal laws. Ms. Bell began her legal career at a Dallas law firm where she worked as a labor and employment litigator.

She was also employed at the National Education Association, where she represented Dallas Independent School District employees in employment matters.

Ms. Bell is no stranger to UNT. She was employed as the Assistant Director of Equal Opportunity in 2017, after which she worked as the Director of Institutional Access & Equity at Southern Methodist University in Dallas. She has a Bachelor of Science from Emory University and a Juris Doctorate from the University of Virginia School of Law.

Ms. Bell brings a wealth of knowledge in civil rights enforcement and employment law, and is eager to rejoin the UNT community and to begin working on behalf of its students, faculty and staff.



Assistant Director of Equal Opportunity, Alisha Carter -

Alisha Carter joined the OEO team in April 2018, and serves as one of two Assistant Directors for the office.

Ms. Carter came to UNT from a community college in Pittsburgh, Pennsylvania, where she held a similar position, and brings

with her over nine years of experience conducting investigations at institutions of higher education.

Ms. Carter has quickly become an invaluable member of the team, and her extensive civil rights investigative experience helped her transition quickly and tackle the increased workload OEO has processed this year.

Staff



Christina Brodie is an assistant director of OEO. She joined the office in January 2016, and serves as one of the primary Equal Opportunity investigators. With over 10 years of experience in the field, she also holds a Juris Doctorate and a Master of Business Administration.



Jarrod Jenkins is an OEO investigator. He joined OEO in June 2017. He investigates allegations of discrimination, harassment, and retaliation to monitor compliance with OEO's policies. He also conducts training on OEO's policies throughout the year for faculty, staff, and students. Jarrod holds a Juris Doctorate from the University of Virginia.



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 Eve Shatteen Bell.

Contact Information

You may contact the Office of Equal Opportunity in the following ways:

Location

Hurley Administration Building 175

Phone

940.565.2759

Email

oeo@unt.edu

File a Complaint Online

<https://edo.unt.edu/file-complaint>

Contact Information

University of North Texas
Division of Institutional Equity and Diversity

Hurley Administration Building, Suite 175
1501 W. Chestnut
Denton, Texas 76203

Main Office: (940) 565-2711

Email: Equity.Diversity@unt.edu