

The background of the slide is a photograph of the University of North Texas campus, featuring a prominent clock tower and several large brick buildings. The entire image is overlaid with a semi-transparent green filter.

Moving Forward Together

*UNT's Action Plan for Improving
Diversity and Inclusion on Campus*

UNT President Neal Smatresk
June 17, 2020

Areas of Focus

- **Diversity and inclusion initiatives in the UNT Strategic Plan**
- **Mandatory training on cultural competency and implicit bias**
- **Hiring a more diverse workforce reflective of UNT's student demographics**
- **Addressing concerns regarding UNT Police**
- **Expanding counseling support**
- **Academic and curricular changes supportive of diversity and inclusion**
- **Supporting the Division of Institutional Equity and Diversity with additional resources**

Diversity and Inclusion Initiatives in the UNT Strategic Plan

UNT adopted our Strategic Plan in November 2019. The plan specifically incorporates initiatives to target diversity and inclusion to help increase retention rates for marginalized students, sustain diversity curriculum and training, and promote a more inclusive campus.

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We demand that the university creates a specific outline to address diversity and inclusion practices in the strategic plan that will increase retention rates for marginalized students, sustain diversity curriculum and training, and promote a more safe and inclusive campus.”



Empowering and Transforming Our Students



Student learning, professional development, and success are top priorities for us at UNT, and **we will ensure that all students are educated with attention to their personal development** and that they are given a cutting-edge curriculum. **It is important that as a minority serving institution we are dedicated to ensuring pathways to success for all students.** We are dedicated to providing experiences at UNT that encourage students to be involved in campus life and the valuable educational opportunities that will increase their marketability in the global economy of the future. In addition, we will seek to **challenge our students with opportunities that increase their engagement and personal growth and add value to their college experience.**

— 2020-2025 Strategic Plan



Diversity and Inclusion Initiatives in the UNT Strategic Plan

Educational/Social Retention Initiatives

- Engage faculty, students, and staff in campaigns that encourage positive messaging to our students in a way that encourages a growth mindset, especially for first generation and underrepresented students
- Decrease time to graduation and increase and improve services and resources to aid at-risk, underrepresented, transfer, non-traditional, veteran, online, and working students
- Improve services and resources to aid at-risk, underrepresented, transfer, non-traditional, veteran, online, and working students
- Expand summer bridge opportunities for at-risk and underrepresented students
- Provide intensive support for underrepresented and international doctoral students
- Engage marketable skills in classes, such as curiosity, communication, information literacy, critical thinking, team building, and an understanding of cultural context
- Expand and communicate opportunities for social engagement to students, such as Living Learning Communities, Greek Life, and Multicultural Center activities
- Investigate the possibility of adding a first-year experience class that can address important early-learning content, such as EAB Navigate use and cultural competence



Diversity and Inclusion Initiatives in the UNT Strategic Plan

Campus Training Initiatives

- Provide campus trainings and resources to encourage cultural competence for all university community members
- Require additional key sessions for new students at orientation, including diversity, inclusion, and cultural competence content
- Promote additional sessions to increase our cultural competence as a community
- Host UNT town halls to encourage open dialogue about race and culture

Financial/Debt Initiative

- Use a concierge service team to track students who are experiencing financial challenges

Diversity and Inclusion Initiatives in the UNT Strategic Plan

Faculty/Staff Hiring

- Increase diversity of new faculty and staff hires to more closely mirror our diverse student body, and mentor and support all hires in their transition to campus life

MSI/HSI Initiatives

- Develop a Latinx initiative to better support students as UNT attains MSI/HSI status and becomes the public institution of choice in the North Texas region for Hispanic students
- Leverage our Hispanic Serving Institution status by expanding opportunities to obtain teaching and training grants that will develop our pathways and retention practices for our Hispanic students

Diversity Council

President Smatresk will create a Diversity Council and will convene a meeting of the Cabinet and Council members every semester to monitor and review the university's progress toward racial and ethnic equity.

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We request that the President and Provost convene a meeting with relevant cabinet members and faculty of color every semester to monitor and improve the university's progress toward racial and ethnic equity.”

Diversity Council

President Smatresk will establish and appoint members to a Diversity Council, effective Sept. 1, 2020. He will convene a meeting of the council at least once each semester.

The purpose of the council will be to:

- Monitor and review the university's progress toward racial and ethnic equity
- Provide diverse perspectives to help guide university leaders as UNT works toward a more inclusive environment
- Provide feedback to the president about the cultural climate in campus units
- Assist in communications to our diverse communities

Mandatory Training

UNT values training and is committed to ensuring all faculty and staff undergo diversity and inclusion training. President Smatresk and university leaders worked together to begin identifying needed training and developed an actionable plan for training at all levels – from first-year students to faculty and staff.

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The University will institute a mandatory cultural competency course required of all students in either a first-year seminar or a standalone course integrated within Orientation and Transition Programs.”

Mandatory Cultural Competency Training for Students

Beginning with the 2020-21 academic year, UNT will require a cultural competency course of all its students in either a first-year seminar or as a standalone course integrated within Orientation and Transition Programs.

- The Division of Student Affairs is providing cultural competency training to all incoming undergraduate students at UNT this summer. To make this happen, Orientation and Transition Programs contracted with Everfi to create the training. Follow-up, in-person training with students will occur during First Flight and within a pilot first-year seminar course in Fall 2020.
- Graduate student cultural competency training is being planned for Fall 2020.

Mandatory Diversity Training for Faculty and Staff

- Faculty Senate adopted a resolution in support of mandatory diversity and inclusion training (December 2019).
- Faculty Senate, Faculty Success and the Division of Institutional Equity and Diversity are collaborating to design a mandatory professional development program for faculty, academic staff, and administrators that will begin in Fall 2020.
- UNT was selected to participate in a NSF-funded program, which includes working to create more inclusive classrooms in STEM.

Mandatory Diversity Training for Faculty and Staff

- Professional development opportunities for faculty and staff are available via UNT's LinkedIn Learning in Bridge.
- Each Division Vice President is implementing diversity and inclusion training plans for their units.
 - For example, 96% of staff in the Division of Student Affairs completed the following three diversity trainings by the June 1 deadline:
 - Unconscious Bias Training
 - Cultivating Cultural Competence and Inclusion
 - Communicating Across Cultures

Hiring a More Diverse Workforce

A more diverse faculty and staff that better represents UNT's diverse student body is key in achieving our strategic goal to "attract, develop, and celebrate our campus community members to make UNT an outstanding environment in which to work and learn."



The University of North Texas will increase the percentage of black, brown, and other marginalized identities among the faculty and staff campus-wide to match the demographic representation of our student population.”



Hiring a More Diverse Workforce Reflective of UNT's Student Demographics

- UNT is working toward increasing the diversity of its faculty and staff campuswide in order to better reflect the demographic makeup of our student population.
- UNT college and divisions are currently engaged in intentional efforts to increase the diversity of the university's workforce. We are expanding implicit bias training, and we are requiring it for newly formed search committees.

Hiring a More Diverse Workforce Reflective of UNT's Student Demographics

- The Division of Student Affairs' Diversity Council is developing guidelines and best practices for Affirmative Search Processes and is developing Implicit Bias training to offer to all search committees beginning in Fall 2020.
- Faculty search committee diversity training has been expanded by 71% during the last year. Effective for Fall 2020, this training will be mandatory for all searches.
- UNT was selected to participate in a NSF-funded program, which includes diversifying STEM faculty.
- UNT hired new Black academic leaders.
- Target of opportunity hiring option used to hire a new Black faculty member in the G. Brint Ryan College of Business.
- UNT System is planning on adding a diversity hiring expert for Human Resources.

Addressing Concerns Regarding UNT Police

UNT is committed to providing a safe and caring environment for all UNT students and will mandate annual implicit bias training for all UNT Police officers. UNT will appoint a Police Advisory Board, effective Sept. 1, 2020.

Addressing Concerns Regarding UNT Police

- Acknowledge and condemn the anti-black violence that the Denton Police Department and UNT Police Department have committed against UNT students
- Divest from the Denton Police Department. An unarmed Black student, Darius Tarver, was killed Jan. 21, 2020, at the hands of Denton PD. The police officer(s) that killed Darius are still on the force, and this has caused a heightened sense of fear in Black students. The UNT Police Department must immediately cease contractual agreements with Denton PD for any and all on-campus investigations, services and events.
- Commit to no longer accepting federal, military-grade resources and reduce UNT PD's operating budget. Instead reallocate funds to further invest in student support services, such as the Division of Institutional Equity and Diversity, invest in African and African diaspora studies department, and hire more Black counselors in the Counseling and Testing Center. Investing in various ethnic studies departments is crucial, as they perform a critical role at our university by creating spaces to engage in discussions and work against violent structures of privilege and oppression.
- We DEMAND that all members of the UNT PD go through implicit bias training to prevent any future instances of police brutality as we have seen recently with the unlawful detention of student Jekhari Williams, a member of our Black community.
- Provide public report on statistics on stops, citations and arrests showing race, ethnicity, and gender”

Addressing Concerns Regarding UNT Police

- UNT PD receive implicit bias training every other year. They will now take the training annually.
- UNT Criminal Justice Faculty conduct a racial profiling analysis yearly of police stop data. The statistical report will be made available on the UNT PD website.
- UNT PD currently adheres to “8 Can’t Wait.” Additional language will be added to UNT PD policy to explicitly state the commitment.

Addressing Concerns Regarding UNT Police

UNT will appoint a Police Advisory Board, effective Sept. 1, 2020.

The purpose of the board will be to:

- Proactively seek the counsel of a diverse group of community members regarding issues that impact the safety and quality of life of students, faculty, and staff
- Serve as an independent body that provides a forum for the exchange of ideas, as well as a mechanism for recommendations related to campus safety
- Seek ways to build trust, inclusion, and respect with the community
- Review police policies/procedures and make recommendations
- Review on-going police training and make recommendations for additional education opportunities
- Identify/recommend proactive strategies to continue positive engagement of police with faculty, staff, and students

Expanding Counseling Support

UNT is committed to providing top-quality counseling services to all of its students and is working to strengthen offerings in this area.

Expanding Counseling Support

- UNT contracted with a national consultant to review UNT's Counseling and Testing Center to assess its strengths and weaknesses, the staffing model, where efficiencies could be found, and what changes are needed to better understand the changing needs of our students.
- UNT currently is working through recommendations, including staffing recommendations.
- UNT hopes to become a national model for counseling by Creating a *Center for Counseling Diverse Populations*. In addition to providing counseling, research from the center will be translated into best practices (Fall 2020).

Academic and Curricular Changes

UNT is reviewing its academic, research, and curriculum efforts to better support diversity and inclusion across the university.

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Dedicate funds and support for the development of an academic degree program in Black Studies”

— Black Faculty Network

“ ... the establishment of a Black Studies initiative at UNT”

— UNeTE and Latinx Faculty Network



Academic and Curricular Changes Supportive of Diversity and Inclusion

Black Faculty Network Requests:

- UNT will support the planning efforts necessary to secure and establish funding for a research center focused on the study of race, ethnicity, health disparities and public policy

UNeTe and Latinx Faculty Network Requests:

- UNT is willing to explore creation of a department, or other program initiative, dedicated to scholarship and teaching in the fields race and ethnic studies, gender and sexuality studies, and other forms of diversity

Academic and Curricular Changes Supportive of Diversity and Inclusion

- UNT is making a legislative request for funding the new Center for Health Disparities.
- Diversity and Inclusion Councils have been established in the College of Engineering, G. Brint Ryan College of Business, College of Education, College of Information, College of Music, Mayborn School of Journalism, College of Health and Public Service. College Visual Arts and Design and the College of Science councils will begin in Fall 2020.
- African American Studies minor under revision through the effort of a new faculty member.
- Curricular review and revision
 - Examples include:
 - The College of Liberal Arts and Social Sciences has a mandatory diversity requirement
 - The Department of History posted on its website a reading list on antiracism.

Better Supporting the Division of Institutional Equity & Diversity

President Smatresk made a commitment to provide additional resources and financial support to the Division of Institutional Equity and Diversity for the 2020-21 fiscal year. Discussions are ongoing as the university seeks additional space for the Multicultural Center.

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The University will allocate new financial resources towards the expansion of the multicultural center and the entirety of the Division of Institutional Equity and Diversity. We believe our students deserve a building just like the Greek Life Center to accommodate the needs of individual minoritized groups.”



Supporting the Division of Institutional Equity and Diversity with Additional Resources

Multicultural Center Support

- President Smatresk and Vice President Joanne Woodard met with students in the Multicultural Center to listen to their concerns about the center and activities.
 - Following the meeting, new hires were recommended from student fees.
- Include additional space for a free-standing building for the Multicultural Center in the UNT Master Plan
 - We will plan the building and design this Fall.
- Division of University Advancement will continue efforts to seek and engage major gift donors – including individuals, private foundations, and corporations – who demonstrate a passion for UNT and the opportunity to support multicultural and diversity programs
- Identify and submit grant applications to enhance and expand Multicultural Center programming
- Engage the Black Alumni Network for advice and support of the Multicultural Center



Supporting the Division of Institutional Equity and Diversity with Additional Resources

Additional Resources Provided

- Funding is allocated for two positions, a diversity and inclusion trainer and a student services coordinator for the Multicultural Center
- Establish an endowed UNT Diversity Fund with UNT matching the first \$500,000 raised
- Funding allocated to support student recruitment, retention, and leadership development initiatives:
 - Black Student Experience (BSE)
 - M.A.R.T.I.A.L. Eagles and Latin Dreams living-learning communities
 - Pre-College Visitation Days for Calhoun Middle School 8th-grade students and Latinas in Progress
- Established a strategic committee of stakeholders from UNT's Black Alumni Network and Black Student Union under the UNT Alumni Association (December 2019)
- Continuing to support and engage the Latinx Advisory Council and alumni





A copy of this report can be found at president.unt.edu.

Questions can be submitted to untpresident@unt.edu.