

2018
2019

Division of Institutional Equity & Diversity
Annual Report

PATHWAY TO DIVERSITY



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Letter from the Vice President



The 2018-19 year has been an exciting one for the Division of Institutional Equity & Diversity. Setting the stage or providing context for what will follow in the annual report is a challenge as well as an opportunity to reflect on all that has occurred and provide a glimpse of what is planned for next year. I want to extend sincere thanks

to the staff of the Division of Institutional Equity and Diversity. They've worked diligently over the past four years to become a high functioning team whose trust in each other and commitment to the Division's mission have positioned the office to become a significant asset to UNT in the attainment of its strategic goals.

As I reflect on the Division's activities and accomplishments, it is fitting to note that 2019 marks the 65th anniversary of desegregation at UNT. Of all the changes that UNT experienced in the past 125 years, none have been as significant as desegregation. These first steps have led us down the pathway to the diverse, welcoming university community that is UNT today. Currently, the University boasts an ethnically diverse student body, with students from approximately 140 different countries.

In a year of notable milestones, the Multicultural Center (or "MC" as it is fondly referred to by students) is celebrating its 25th anniversary. From humble beginnings in what was initially a storage room in the old Student Union, the "MC" has become a vital part of the collegiate experience for thousands of students who visit and

participate in its programs annually.

As we continue to grow, diversity and inclusion have become increasingly integral focal points for UNT, due both to our changing demographics as an emerging Minority Serving Institution with nearly 53% students of color and our emerging status as a Hispanic Serving Institution, with nearly 25% Latinx students.

UNT's progress in creating an equitable, diverse and inclusive campus community has not gone unnoticed. For the second year in a row, *Insight Into Diversity* magazine recognized the University of North Texas with the Higher Education Excellence in Diversity (HEED) Award. The HEED Award is a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. As befitting a "top college for diversity," the Division's activities have continued to move UNT towards a greater IDEA— inclusion, diversity, equity and access.

As you will see from the many activities, information, and accomplishments shared in this report, the Division has been busy! I hope this year's annual report will inform and inspire you to sign up for one of our workshops, visit the Pride Alliance and Multicultural Center, or make a donation to the Division. With your support, I'm confident the 2019-20 year will be even better as we operationalize inclusive excellence at UNT!

With Mean Green Pride,

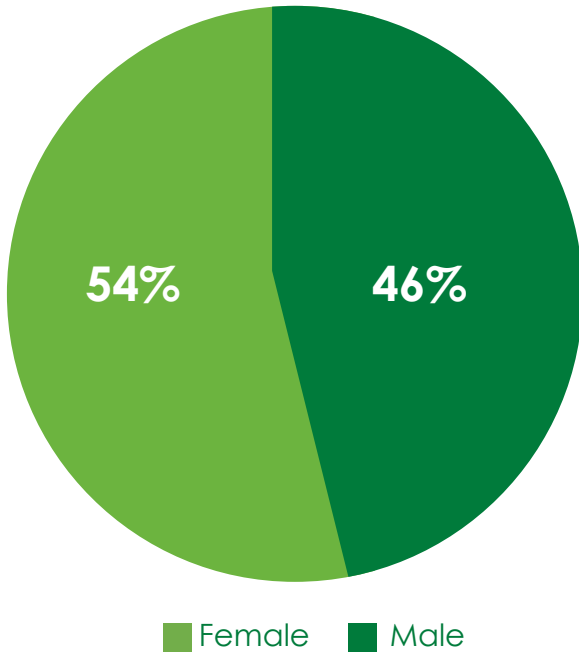
Joanne G. Woodard
Vice President, Division of Institutional Equity & Diversity
December 2019

2018-19 UNT by the Numbers

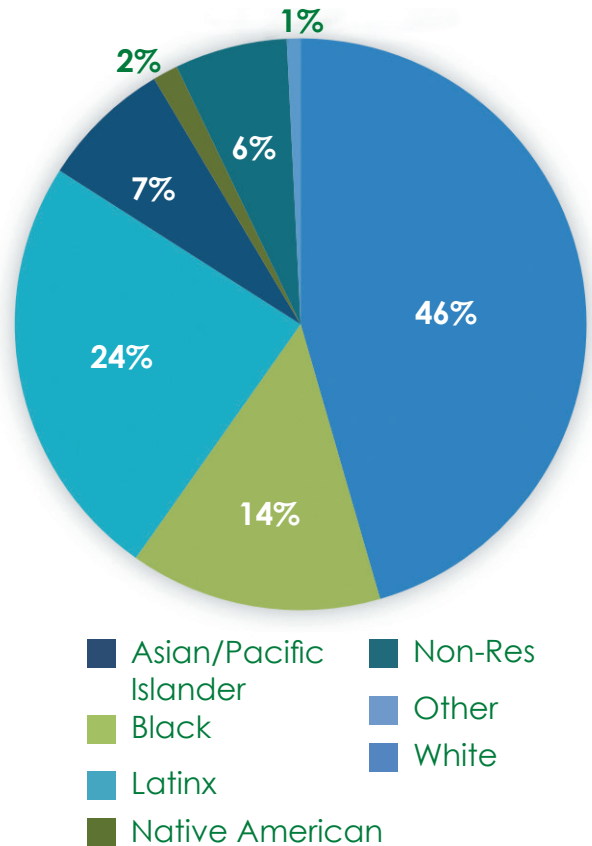
Students



Sex



Race & Ethnicity



Average Age

Undergraduate:

22

Graduate:

30.8

All Students:

23.7

TOTAL: 38,087

42% are 1st generation students



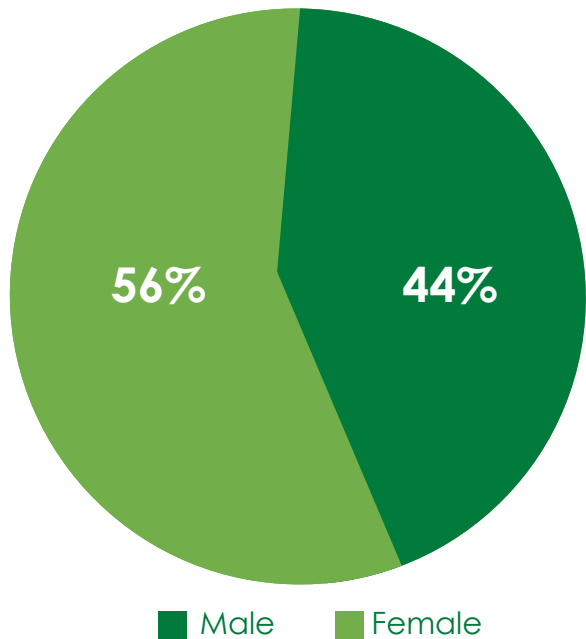
Enrolled students come from 140 countries



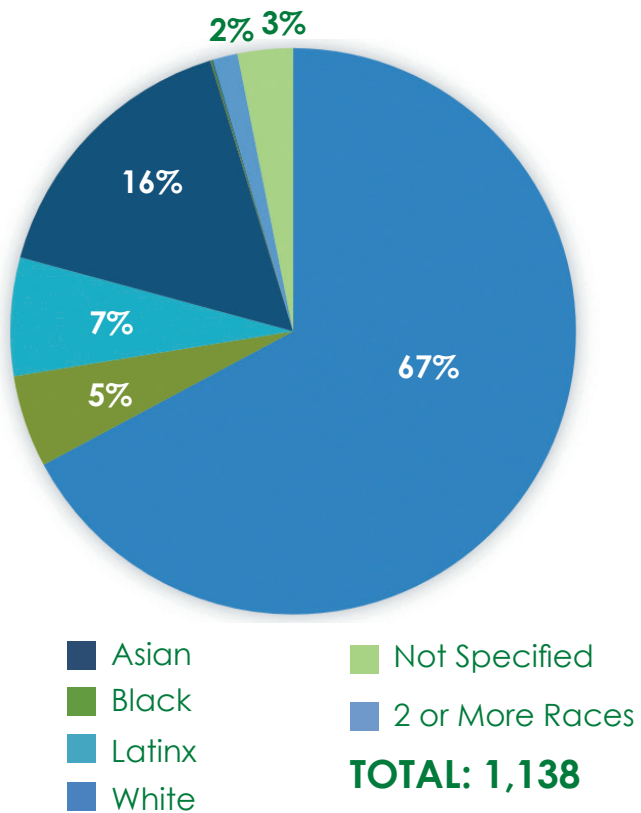
Employees

Faculty

Sex



Race & Ethnicity



Distribution of Full-time Staff & Administrators

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.

Transactional Data as of November 2018

	White	African American	Native American	Asian	Native Hawaiian/Pacific Islander	Latinx	Not Specified	2 or More Races	Total
Secretarial/Clerical	407	59	3	8	1	74	10	15	577
Professional Non-faculty	644	95	4	64	0	92	19	30	948
Service Maintenance	169	52	1	10	2	121	8	5	368
Technical/Para-professional	48	3	0	3	0	6	1	3	64
Skilled Crafts	109	9	0	0	0	25	3	3	149
Executive/Admin./Managerial	307	35	1	21	0	39	11	11	425
TOTAL	1,684	253	9	106	3	357	52	67	2,531

Source: UNT Fact Book 2018-2019

2019 Equity & Diversity Conference



The 2019 Equity and Diversity Conference marked another milestone in the conference’s expanded focus. Themed “Beyond the Surface: Examining Implicit Bias,” the conference continued its partnerships with corporate and internal sponsors, including a new Corporate-Collegiate Partnership. With record-breaking sponsor-partner attendance, the event reached capacity early and ushered in an era of conference access and expansion. First-time features included live streaming of all plenary sessions, partnership with UNT Social making the conference’s activities interactive through social media, expanded use of the conference’s mobile app, and additional promotional partnerships.

An exciting feature of the 2019 conference included presentation of the much-anticipated UNT Campus Inclusion Climate Survey student participation incentive, 2019 Honda Civic, presented by Honda of Denton general manager Rob Tharp to UNT student Yaritza Hernandez. The presentation was a testament to the power and impact of community partnerships and engagement for advancement of institutional goals.

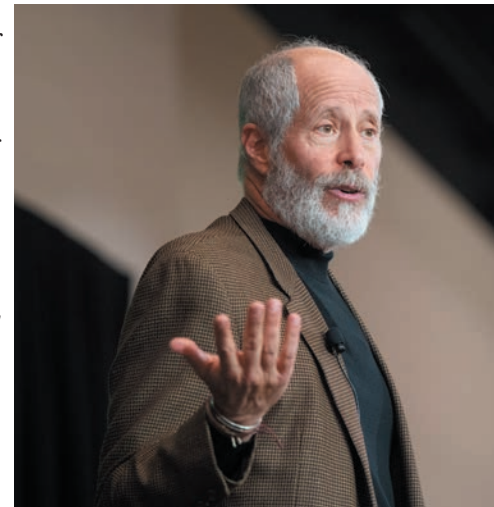
Keynote Speakers

The 2019 conference keynote speaker was **Howard J. Ross**, lifelong social justice advocate considered one of the world’s seminal thought leaders on identifying and addressing unconscious bias. His keynote “Creating Conscious Inclusion” addressed the fear and bias that fuels what has become commonly known as “tribalism.”

His latest book, *Our Search for Belonging: How the Need for Connection is Tearing Our Culture Apart* (2019) was available at his book signing at the conference. His address advocated for personal connection, vulnerability and consciousness of our biases and personal narratives as bridge-builders for inclusion and open-minded thinking.

Mr. Ross also responded to questions submitted by internal and external sponsors in his invitation-only interview with Director of the Office of Diversity and Inclusion, Shani Barrax Moore. Ross is the author of the Washington Post best seller, *Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives* (2014) and *Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose and Performance* (2011).

University of Virginia professor of Religious Studies and Charlottesville activist **Dr. Jalane Schmidt** served as the 2019 Social Justice Keynote Speaker. Dr. Schmidt's address, titled "America, this is not a drill: Sounding the Alarm Against White Supremacy" chronicled her experiences as an anti-racist organizer of counter-demonstrations in Charlottesville, Virginia against white supremacist rallies leading up to and during the protests that left one person dead, Heather Heyer, and 28 injured. The talk issued a call to action imploring listeners to stand against the recent rise of white nationalism, and provided context for Charlottesville’s efforts to remove Confederate monuments. Dr. Schmidt also conducted an invitation-only workshop for individuals and organizations on UNT’s campus engaged in social justice efforts titled “Organizing the #Resistance: Practical Tools for Building Political Movement.” Dr. Schmidt teaches classes on Latin



American, Caribbean, and African diaspora religions at the University of Virginia. She also teaches classes on critical whiteness studies and religion, and on social movements. She is an organizer with the Charlottesville chapter of Black Lives Matter. Dr.

Schmidt has been active since 2016 in the local struggle to rid Charlottesville of its Confederate monuments.

Both Howard J. Ross and Dr. Jalane Schmidt served as guests on the Division of Institutional Equity and Diversity's "Social Justice and Community Engagement" program as part of their visit to UNT.



Inclusive Excellence Award

The 2019 Inclusive Excellence Award was sponsored by Denton Family Dental Clinic. The award recognizes a unit that demonstrates the principles of inclusive excellence set forth by the Association of American Colleges and Universities (AACU), and presents them with \$5,000 to continue their efforts.

The 2019 Inclusive Excellence Award was presented to UNT's Office of Outreach, which leads college planning, targeted recruitment, and retention initiatives that impact underrepresented students at each phase of the P-20 education pipeline. Led by Landon Ellison as a component of the Office of Admissions, Outreach works to ensure students from low socioeconomic status and diverse backgrounds have the tools to succeed in higher education. Programs within Outreach such as the G-Force Mentorship Program, Ventanilla de Orientación Educativa, and the Multicultural Scholastic Awards Program assist UNT and the state of Texas in providing students within under-served populations with the tools and resources to enroll and complete a college degree. Office of Outreach full time staff, student employees, and scholars receive annual training from the Multicultural Center on diversity and inclusivity.

The unit was recognized for its access initiatives

efforts both within and outside of UNT; G-Force students were also instrumental in student engagement efforts for the Campus Inclusion Climate Survey. Landon Ellison serves on the Men of Color Task Force and Latinx Advisory Council. Office of Admissions Assistant Director of Outreach Rebeca Perfecto is instrumental in the university's DACA Task Force, creating DACA FAQs and other resources for prospective and existing students. She also provided support for the Spanish-language Campus Inclusion Climate Survey, assisting Spanish-speaking staff to participate.

Sponsors

The 2019 conference enjoyed ongoing support from returning Social Justice Sponsor Mayhill Hospital Behavioral Health, who continued to offer continuing education units for its staff attending the conference. Sally Beauty returned as a promotional sponsor providing an assortment of items as an incentive to conference participants who provided feedback through the conference survey, and drawings for high-end products. Wells Fargo returned as the long-standing Emerald sponsor.

Returning sponsor Peterbilt expanded its participation as the conference's first ever Corporate-Collegiate Partnership Sponsor. Their involvement included a panel discussion featuring members of Peterbilt's Diversity Council, Peterbilt Women's Initiative and Peterbilt's Veterans Group. They were joined by UNT's Colleges of Business and Engineering for a collective discussion about the role of diversity, inclusion, and other identity-based efforts in corporate and higher education settings. The program also included networking for students to learn about employment opportunities at Peterbilt.

The full conference program can be accessed on the 2019 Equity and Diversity Conference website at: <https://edo.unt.edu/equity-and-diversity-conference>. Past conference workshops, videos, and interviews are available in the Diversity and Inclusion and Social Justice Library, found on the UNT Library's website.

Corporate-Collegiate Partnership Sponsor



Social Justice Sponsor



Inclusive Excellence Sponsor



DENTON FAMILY DENTAL CLINIC

Promotional Sponsor



Emerald Sponsor



2020 Equity & Diversity Conference

The historic 20th anniversary of the Equity and Diversity Conference will take place Thursday, February 20, 2020 at the UNT University Union. This year's theme "Looking, Back, Moving Forward: Reflect, Affect, Connect" commemorates the conference's 20-year history while introducing several new features positioning the event as a premiere talent management and acquisition opportunity including:

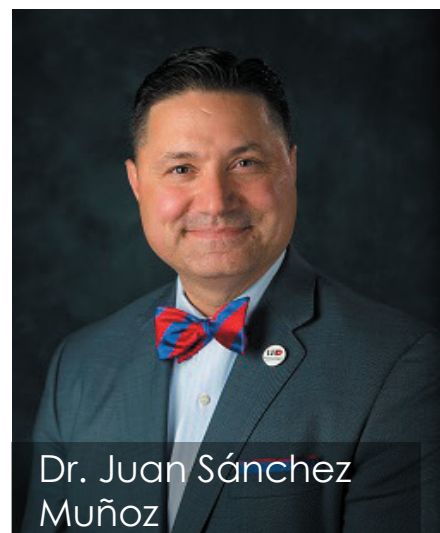
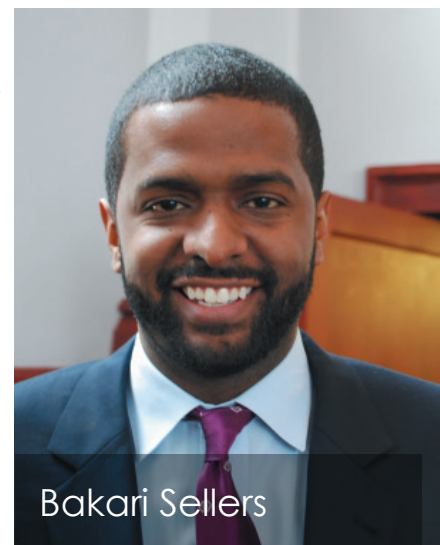
- An Equity and Diversity Career Fair in partnership with the Career Center featuring employers with proven diversity, equity and inclusion infrastructure. The event allows employers to benefit from UNT's emerging Minority Serving Institution (MSI) status by engaging with UNT's diverse student population.
- Expanded workshop capacity through a corporate track of workshops addressing topics such as diversity and inclusion metrics and ROI, employee resource groups, recruitment and retention, social responsibility, organizational development, and institutional change.
- Existing workshop focus areas remain such as social justice education, bias awareness, privilege and systemic oppression, ally development and coalition building, and identity-related topics.
- New sponsorship levels and opportunities including access to UNT's extensive diversity, equity and inclusion learning and development programs and unique branding opportunities.

Keynote Speakers

Bakari Sellers will be the 2020 Equity and Diversity Conference Keynote Speaker. Sellers made history in 2006 when, at 22 years old, he defeated a 26-year incumbent State Representative to become the youngest member of the South Carolina state legislature and the youngest African American elected official in the nation. In 2014 Sellers won the nomination for Lt. Governor and is widely considered to be a leading voice for his generation. Sellers'

family history and unique experience as a millennial social justice advocate embodies the conference theme "Looking Back Moving Forward: Reflect, Affect, and Connect."

Dr. Juan Sánchez Muñoz will serve as the conference's 3rd annual Social Justice Keynote Speaker. He is the president of the University of Houston-Downtown (UHD). During his first year at UHD, Dr. Muñoz kicked off the university's largest capital campaign and led the institution's recovery efforts during Hurricane Harvey. Since then, President Muñoz has continued to preside over the continued improvement of UHD's student success including increases in enrollment, retention and graduation; the addition of new degree programs including a B.S. in Nursing and Data Science; awards from the Texas Higher Education Coordinating Board for the university's model success programs; and a one million dollar grant from the Howard Hughes Medical Institute the only such university in Texas to receive the award in 2018.



EQUITY AND DIVERSITY CONFERENCE

20th

Looking Back, Moving Forward:

REFLECT, AFFECT, CONNECT

PRESENTED BY:



Save the Date!
02-20-2020
#EDC20atUNT

UNT
EST. 1890

DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY

What's New

The first-ever Equity and Diversity Career Fair is sponsored by Comerica Bank and presented in partnership with UNT's Career Center. Building upon the premise of last year's Corporate-Collegiate Partnership, the career fair encourages companies to showcase their diversity and inclusion infrastructure such as employee resource groups (ERGs), diversity and inclusion councils and related programming, equity scorecards, or other methods of setting and tracking equity-based goals. Using this strategy, students can continue engagement with the identity and culture-based support received through UNT's multicultural efforts with companies that have a similar diversity and inclusion commitment. The addition of the career fair makes the 20th Equity and Diversity Conference a unique opportunity for companies to address their talent management with learning and development, and talent acquisition goals in one day at UNT!

Equity and Diversity Conference sponsors receive prime placement; visit our website for this unique branding opportunity: <https://edo.unt.edu/sponsorship-opportunities-2020>.

Sponsors



First Time Ever!
Presenting Sponsor



First Time Ever!
Career Fair Sponsor



Inclusive Excellence
Sponsor



Social Justice
Sponsor



Eagle Sponsor

Registration



The conference is **FREE** for UNT Denton students & employees.

General Admission: **\$25**

Non-profit 501(c)(3) organizations: **\$100**

UNT Alumni: **\$75**

Schedule at a Glance:

- 7:45-8:30am** Check-in and Breakfast
- 8:30-9:00am** Welcome & Inclusive Excellence Award Presentation
- 9-9:50am** Social Justice Keynote: Dr. Juan Sánchez Muñoz
- 10-10:50am** Concurrent Sessions 1
- 11-11:50am** Concurrent Sessions 2
Invitation-Only for Sponsors: Conversation with Bakari Sellers
- 12-1:50pm** Luncheon & Keynote Address by Bakari Sellers
- 2-5:00pm** Equity & Diversity Career Fair
- 2-2:50pm** Concurrent Sessions 3
- 3-3:50pm** Concurrent Sessions 4

2018 Campus Inclusion Climate Survey



October 29 - November 16

UNT made history distributing its first Campus Inclusion Climate Survey during October 29 – November 16, 2018. The survey was distributed to all Denton campus faculty, staff, students, and administrators to identify strengths and opportunities related to diversity, equity, and inclusion. Data collected from the survey provides an opportunity to recognize and address identity-based experiences and trends among members of the UNT population. The effort is timely as UNT's student population emerges towards a Minority Serving Institution with 50% students of color and a Hispanic Serving Institution with 25% students of color. Data will be applied to evolve UNT's policies, programs, and practices towards a more intentionally inclusive institution.

Participation and Partnerships

All members of the Climate Survey Planning Committee tabled across campus (including Discovery Park) to encourage participation. Volunteers were also sought to assist Spanish-speaking staff with taking the Spanish language survey. These partnerships resulted in UNT having the highest participation rates of any campus having used the Viewfinder tool.

In addition to the marketing plan, incentives were secured through internal and external partnerships to encourage participation from faculty, staff, students, and administrators.

Survey Questions

The survey posed many common questions to faculty, staff, students and administrators about identity-based experiences for:

- Veterans
- People with disabilities
- Religion/worldview/spiritual affiliation
- Lesbian, gay, bisexual, transgender, queer, intersex or asexual (LGBTQIA+) people
- People of Color
- International students/employees

The survey also asked questions related to:

- Campus diversity
- Experiences of discrimination, bias and harassment
- Safety on campus and in the community
- Student outreach
- Overall campus experience
- Demographics

Survey data will be disaggregated by division and college. Faculty survey data will be triangulated with the COACHE and Gallup surveys previously distributed. In addition to looking at broad responses for the various identity groups for all of the populations surveyed, data will also be further evaluated by demographics such as race, ethnicity and gender to identify perspectives and experiences. Focus groups will begin in the Fall of 2019 to further explore trends identified from the survey.

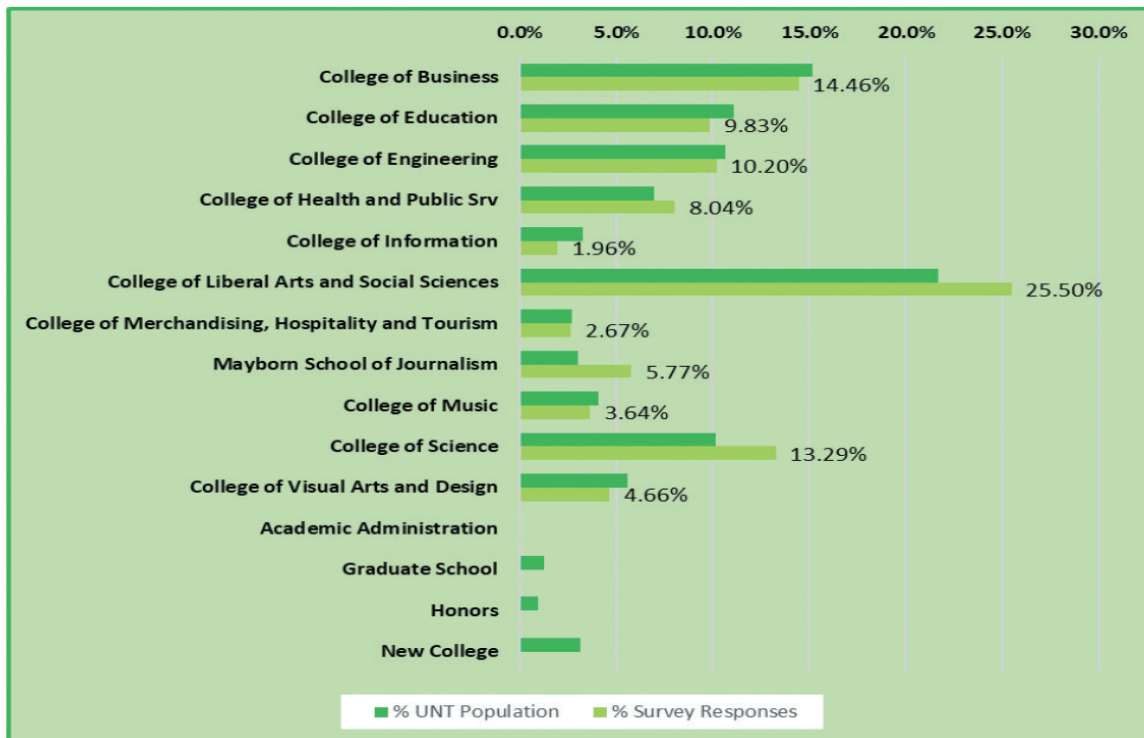
Next Steps

Data presentations will begin in Fall 2019. Diversity and Inclusion Councils are forming across campus that will address data by division and college, and work collaboratively to create data-informed action plans. These councils will receive appropriate training to develop and execute these plans.

% of Responses Across the University Community by Population Type

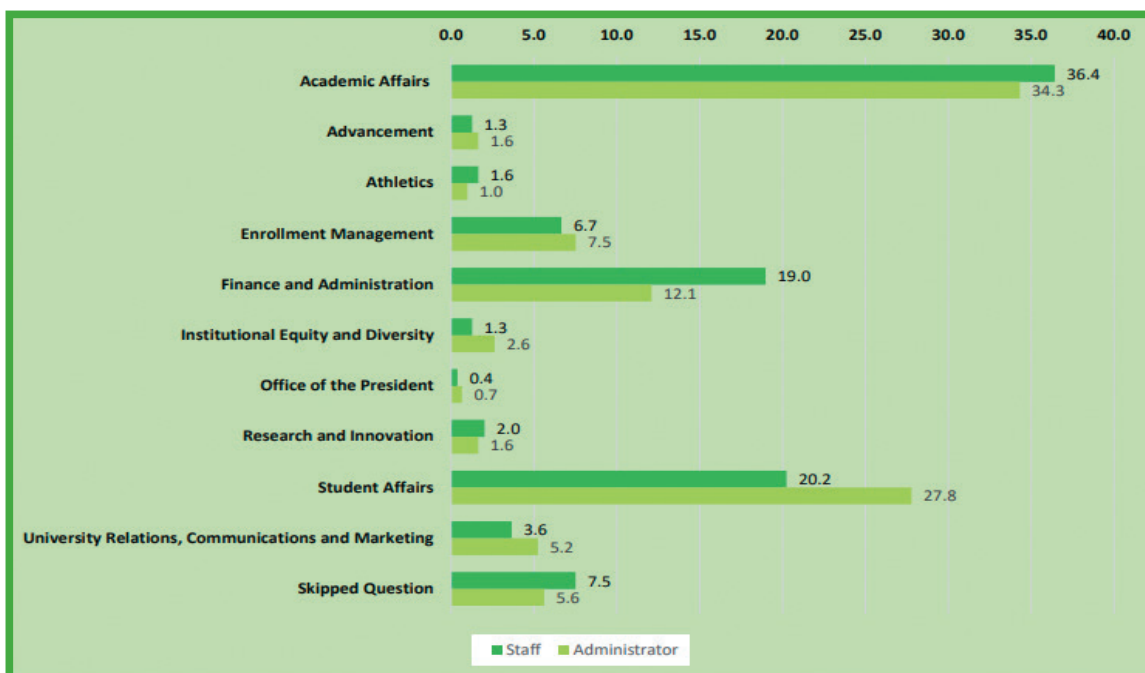
Population Type	Total	Responses	% Responded	95% Confidence Interval
Student	38,556	3545	9.2 %	+/- 1.56 pts
Faculty	1653	393	23.7 %	+/- 4.32 pts
Staff	2061	796	38.6 %	+/- 2.8 pts
Administrator	476	306	64.2 %	+/- 3.35 pts

% of Student Responses Across UNT Schools or Colleges



*Note: Academic Administration, Graduate School, Honors, and New College were not choices on the instrument.

% of Employee Responses Across UNT Divisions



What We Do

The Office of Diversity and Inclusion (ODI) provides learning and development opportunities to students, faculty, and staff and develops meaningful and effective internal and external partnerships. Its mission is to facilitate the development of a socially just and intentionally inclusive environment for the university community through cultural humility and inclusion; education and identity development; and community engagement and strategic partnerships.

The office leads and manages large-scale programming for the Division of Institutional Equity and Diversity including the UNT Equity and Diversity Conference, Campus Inclusion Climate Survey, Employee Resource Groups, Unlikely Allies dialogue series, and the Inclusion, Equity and Community Building training series.

Learning & Development Sessions

This year the Office of Diversity and Inclusion expanded its training portfolio to include more organizational culture and development offerings. The office also launched its first open enrollment of the Inclusion, Equity, and Community Building series and delivered a session on bias awareness and "Leading Towards Inclusion" for the inaugural Navigating Leadership series.

Our Programs

Inclusion, Equity and Community Building Series

The office launched its first open enrollment cohort of the Inclusion, Equity and Community Building series in the Fall of 2018. Previously delivered by request to specific units such as Housing and Residence Life and Student Health and Wellness, the cohort was open to any UNT employee willing and able to attend all five

modules: Cultural Humility and DEI Alphabet Soup; Bias Awareness, Socialization and Identity Development; Inclusive Language, Communication and Triggers; Privilege, Collusion, and Allyship, and Change Leadership and Action Planning.

The series ended with a call to change agency, with participants identifying a program or practice within their respective units that could be made more intentionally inclusive using their spheres of influence. After the series concluded, the participants reconvened to provide feedback and support on their projects and discuss how they could continue to apply their skills and awareness to UNT's policies, programs, practices, and people.

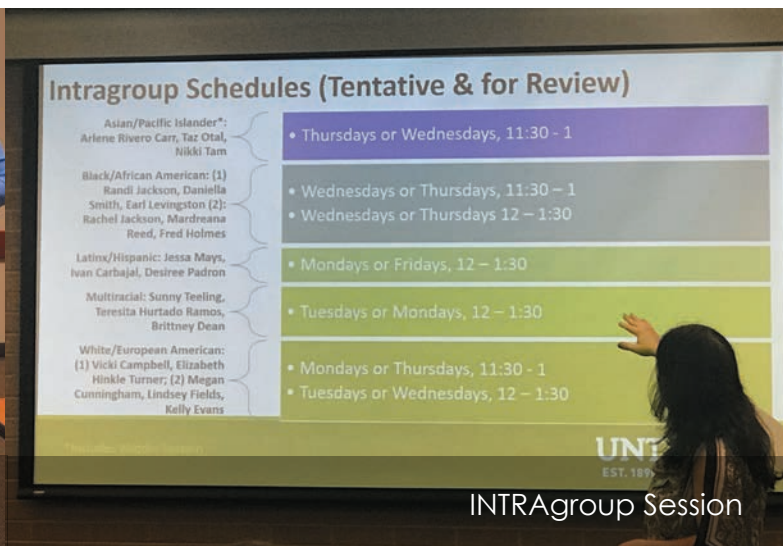
Unlikely Allies

Continuing the series based upon Dr. Karen Dace's book and collection of essays, *Unlikely Allies in the Academy: Women of Color and White Women in Conversation*, the Office of Diversity and Inclusion provided a safe yet brave space for dialogue addressing barriers to authentic coalition building. INTRAGroup sessions for women of color and white women were designed to develop bonding capital among UNT faculty, staff, and graduate students. The participants identified and shared common perspectives, experiences, and challenges within their racial and ethnic groups in preparation for the Fall INTERgroup sessions, and bridging capital through action planning began.

INTERgroup discussions included topics such as identity development and authoring, how to interrupt microaggressions, intentional inclusion, the harm of the model minority myth, and making the case for diversity and inclusion in the academy. Participants from the first cohort recorded videos sharing their experience, leading to a second INTRAGroup cohort of Unlikely Allies beginning in Summer 2019 that included broader racial, ethnic, and gender identity diversity. Their journey will continue as



IECB 2019 Cohort



INTRAGroup Session

they discuss topics in their INTERgroup dialogues in the Fall semester with new topics suggested from their cohort such as cultural appropriation and appreciation, and racial battle fatigue.

Inclusive Organizational Culture and Development

The Office of Diversity and Inclusion has begun assisting units with organizational development through the lens of diversity, equity, and inclusion. Unit leaders share departmental goals and challenges and work with the Office of Diversity and Inclusion to create sessions leading to explorations of organizational culture and its effects on critical areas such as leadership, communication, programs, and practices.

Departmental Training Series

Several departments requested and received training on inclusive excellence, bias awareness and inclusive language as part of their efforts to institutionalize inclusion. The College of Business and TAMS and Honors College required all faculty and staff to participate in Bias Awareness and Identity Authoring. Units such as the Department of Social Work and the Department of Psychology trained all their faculty, staff and graduate students, with the goal of applying these insights to their programs, practices, and people.

The sessions delivered to the Department of Social Work led to the development of a graduate level social work course called "Human Diversity and Multiculturalism" taught by director Shani Barrax Moore and assistant director Teresita Hurtado Ramos.



Dallas Dinner Table

People Trained:
944

Hours Spent Training:
153.5

Training Requests:
30



Departmental Training Session

Connect with us!

 @UNTDiversityInclusion

 @UNTDiversity

 @DiversityUNT



What We Do

The Office of Equal Opportunity (OEO) strives to provide the UNT community with the leadership necessary to advance the University's commitment to fostering a learning environment in which the rights of all are respected. OEO is the primary office at UNT responsible for enforcing the University's equal opportunity policies and for investigating complaints of discrimination, harassment and retaliation. OEO also provides training to the University community and oversees the University's compliance with its affirmative action objectives.

Functions of OEO

In addition to ensuring the practices and policies of the University are equitable and afford all members of the community with an opportunity for full participation in its working and learning environments, OEO also:

SERVES as the University's Title IX and ADA Coordinator.

INVESTIGATES complaints of discrimination and harassment on the basis of protected status.

MAINTAINS neutrality in all formal and informal processes the office oversees.

PROVIDES guidance and training to campus and community partners regarding affirmative action and civil rights in education and employment.

ADVISES campus leadership on requirements and best practices related to civil rights compliance.

COMPILES the annual affirmative action plan for the University.

REVIEWS employment hiring practices to ensure compliance with equal opportunity and affirmative action goals.

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

OEO Policy Update

UNT Policy 16.004 underwent a substantial revision on June 18, 2019, and is now titled Prohibition of Discrimination, Harassment, and Retaliation. This policy states that UNT prohibits discrimination and harassment because of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, and veteran status in its application and admission processes; educational programs and activities; employment policies, procedures, and processes; and university facilities. The University takes active measures to prevent such conduct and investigates and takes remedial action when appropriate.

UNT Policy 16.006 was replaced on January 4, 2019 by OEO's Resolution Procedures for Complaints of Discrimination, Harassment, or Retaliation filed with the Office of Equal Opportunity. This policy revision clarifies the guidelines by which OEO will investigate complaints of discrimination, harassment, or retaliation.

NEW TEXAS LAW

UNT employees required to report sexual misconduct



This summer, Governor Greg Abbott signed two laws impacting institutional response to sexual misconduct: HB 1735 and SB 212. These laws apply to all higher education institutions, including UNT.

The Office of Equal Opportunity and the Title IX Coordinator have been working diligently to ensure that the University is in compliance with these new laws, and the UNT community is educated about their requirements.

House Bill 1735 creates new requirements for institutional policies on sexual misconduct and authorizes a civil penalty for non-compliance. Some notable requirements include:

- A.** a revised University policy regarding sexual misconduct;
- B.** confidentiality protections for parties and reporters;
- C.** training on "trauma-informed investigations" into allegations of sexual harassment, sexual assault, dating violence, and stalking for all university police officers; and
- D.** incorporation of the following elements into disciplinary proceedings for incidents of sexual harassment, sexual assault, dating violence, or stalking involving students:
 - provide both parties with "a prompt and equitable opportunity to present witnesses and other evidence relevant to the alleged violation during the disciplinary process";
 - ensure that both parties have "reasonable and equitable access to all evidence relevant to the alleged violation in the institution's possession"; and
 - "take reasonable steps to protect" the alleged perpetrator and alleged victim from "retaliation and harassment" during the pendency of the disciplinary process.
- E.** Significantly, HB 1735 permits the Texas Higher Education Coordinating Board to assess an administrative penalty up to \$2 million against an institution if it determines that an institution is not in "substantial compliance" with the law.

Senate Bill 212 requires employees of public and private higher education institutions to report sexual harassment, sexual assault, dating violence, or stalking by or against a student or employee to the institution's Title IX coordinator. The bill creates a criminal offense for failing to report an incident or making a false report. Three main takeaways for UNT employees are:

- A. Mandatory Report.** UNT employees who, "in the course and scope of employment," witness or receive information about an incident that the employee "reasonably believes to constitute sexual harassment, sexual assault, dating violence, or stalking" against a student or employee must "promptly report" the incident to the institution's Title IX coordinator or deputy Title IX coordinator.
 - The bill specifically exempts an enrolled student from the definition of "employee"
- B. Failure to Report or False Report.** SB 212 makes it a Class B misdemeanor (punishable by a maximum of 180 days in jail and/or a maximum fine of \$2,000) for a person who "is required to make a report...and knowingly fails to make the report" or "with the intent to harm or deceive, knowingly makes a report under Section 51.252 that is false." The penalties increase if "the actor intended to conceal the incident that the actor was required to report..."
- C. Mandatory Termination.** UNT must terminate any employee who it "determines in accordance with the institution's disciplinary procedure to have" committed the criminal offense of failure to report.

Report Sexual Misconduct

 edo.unt.edu/file-complaint

 Report@unt.edu

 TitleX@unt.edu

Numbers

Dean of Students 2018-2019 Title IX Investigations

The Title IX Coordinator in OEO 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.

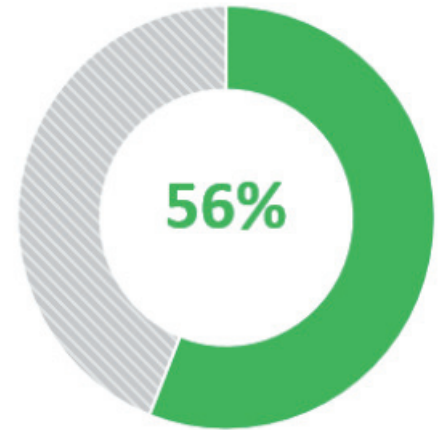
Investigations Completed	27
Investigations Open (as of 08/20/19)	15
**Closed Without Investigation	96
Respondents Left UNT Pending Investigation	2
Total	*141

*These numbers represent incidents reported between August 15, 2018 and August 14, 2019.

**Investigations may be closed without an investigation for any of the following reasons:

- The name of the respondent is not provided to the investigator by the Complainant or reporting party
- The Respondent is not a UNT student
- The investigator does not have sufficient information to conduct an investigation, such as involved parties or name of the Complainant
- The Complainant chooses not to participate in the investigation and UNT determines that the allegations do not pose a threat risk to the greater UNT Community.

State law requires public universities to provide their employees with a biennial training program that discusses employment discrimination and sexual harassment. Additionally, the EEOC advises that employers periodically train each employee on the content of the organization's anti-harassment policy. To that end, OEO offers programs to educate UNT employees on prevention of and response to discrimination and harassment. From January 2018 to September 2019, OEO provided in-person training to 2,082 of the 3,684 full-time UNT employees. This is due to the efforts of our entire team; however, leading the charge were our Training Coordinator, Jarrod Jenkins, and Office Coordinator, Rebbecca Dobrin. During the Spring and Summer of 2019, OEO hosted 9 open training sessions in order to train the bulk of the UNT population. These trainings were a rousing success and received overwhelmingly positive feedback.

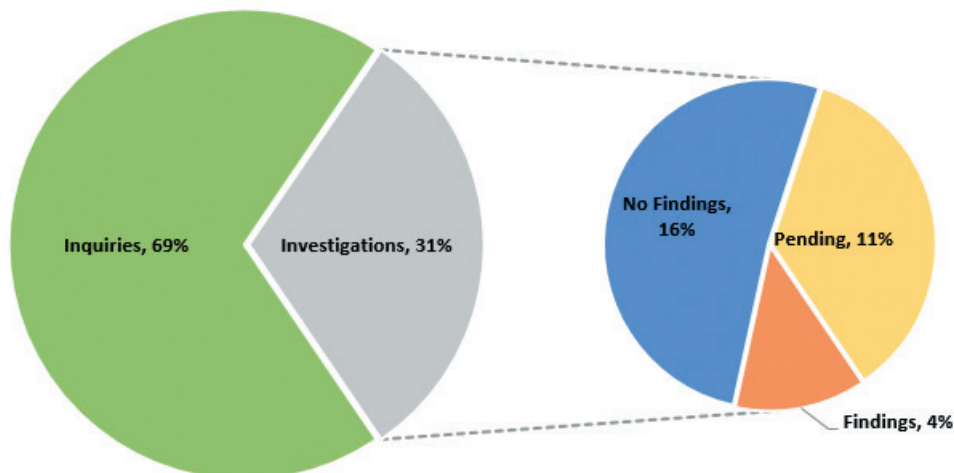


	Reported	Investigated	Open Investigations	Responsible
Dating Violence	27	4	0	2
Domestic Violence	3	1	0	-
Stalking	44	2	1	-
Sexual Assault	41	12	5	1
Sexual Coercion	4	1	1	-
Sexual Exploitation	8	2	1	-
Sexual Harassment	59	10	7	2
Total	186	*32	15	5

*Some investigations included more than one alleged violation.

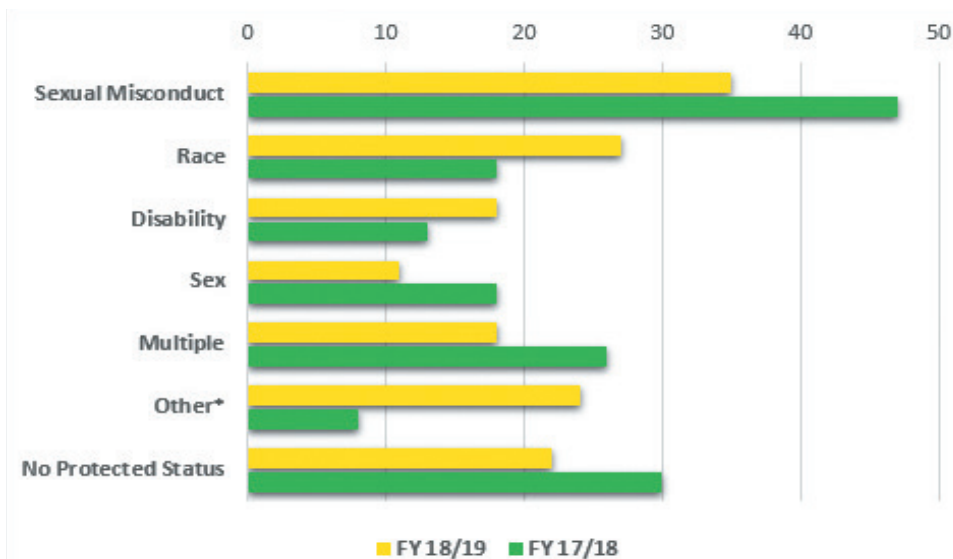
Dean of Students Title IX Cases

Eve Shatteen Bell, Director of OEO, serves as the UNT Title IX Coordinator and oversees all Title IX investigations. Findings from these cases often result in a series of sanctions. The four levels of sanctions are: warning, probation, suspension, and expulsion.

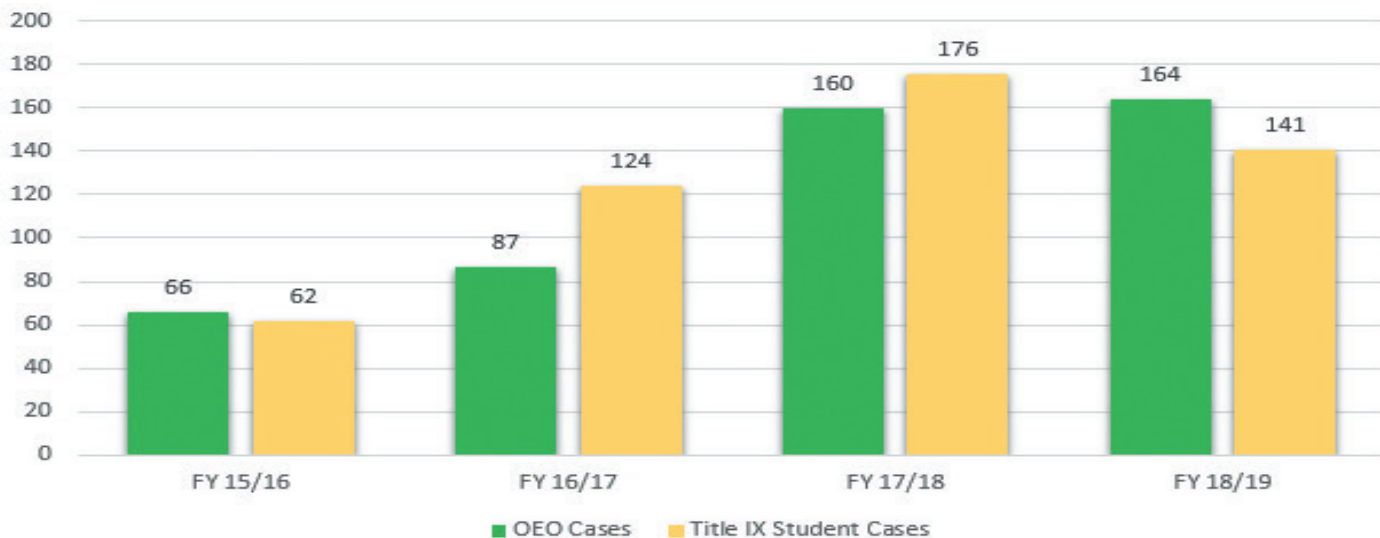


EO Case Makeup Comparison

The majority of the complaints OEO investigated during the 2018-2019 year contained allegations of sexual misconduct, with allegations of race discrimination and harassment as a close second. Allegations of discrimination and harassment on the grounds of race and disability increased.



Note: "Other" category includes fewer than 10 complaints including the following protected statuses — National Origin, Gender Identity, Gender Expression, Age, Sexual Orientation, Religion, and Veteran Status.



What We Do

The center is 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, ethnicity, gender, interfaith, race and sexual orientation. The Center's programs and activities are developed to increase awareness, understanding, and intersectionality of the various identities in the UNT community.

Disability Awareness Month

October 2018

With an average of 1,200 students requesting or utilizing the Office of Disability Access each year, the Multicultural Center partnered with ODA to host a variety of programs and trainings that gave faculty, staff, and students an opportunity to learn about disability identities on campus and the resources available to support them. Disability Awareness Month, which takes place in October, provided a platform for the campus community to explore disability through student panels, film screenings, and universal access and design trainings. A new training series was established for faculty and staff who serve and engage with our Deaf/Hard of Hearing students to help employees create a more inclusive environment.

Native American Heritage Month

November 2018

On campus, our Native American population is composed of over 540 students in undergraduate and graduate degree programs. Over the past year, the

Multicultural Center partnered with the Native American Student Association to begin hosting annual programs and events that center around Indigenous/Native American identities on campus and in the surrounding community. Events included film screenings and panel discussions that explored the impact of the term "Redskin" on society. We also recognized Indigenous People's Day through student artwork and language workshops. The kickoff event for Native American Heritage month was an opportunity to highlight the first peoples of this land through traditional Native American dance exhibitions. In total, over 550 students attended and engaged in the events and programs throughout the year.



STUDENT FEEDBACK

"The MC acts as a resource where students can connect to their own cultures and others, to foster a broader understanding of the many groups represented on campus. The MC spearheads efforts to create one of the most diverse and inclusive college campuses in the state and arguably the nation."

"With the MC's support, we've been able to offer programs on a variety of topics that educate others about Indigenous cultures, which in turn has helped us create a larger community of Indigenous students and allies they may have not met otherwise."

2018-19
Students Served:
25,000

Campus & Community
Partnerships:
23.7

Asian/Pacific Islander and Desi-American Heritage Month

April 2019

With over 2,800 undergraduate and graduate students from the Asian/Pacific Islander and Desi-American community on the UNT campus, the Multicultural Center provides students a space to share their unique stories and experiences. In conjunction with student leaders from the Asian/Pacific Islander organizations, the Center developed a month-long programming calendar centered around identity and leadership development.



STUDENT FEEDBACK

"The Multicultural Center not only provides opportunities, but also creates bonds between others and helps other cultures engage in spreading awareness and success. "

"Without the MC, celebrated awareness would have been extremely hard to advocate for on campus. I can say with confidence that the MC creates a home for all students to be who they are and to make a difference in their community. It is a place where all communities are welcomed."

Programs

Black Student Experience

In September of 2018, the 8th annual Black Student Experience welcomed over 135 participants. The B.S.E was established to increase the retention and completion of UNT's Black/African American community through mentorship, academic support, and leadership development. This past year, more than half of the B.S.E. participants identified as first generation. The average GPA for all participants was higher than students who did not participate and over 85% were retained to the next year.

F.L.Y. Peer Ambassadors

The F.L.Y. peer ambassador program has completed its first full year. The F.L.Y. program assists incoming freshman and transfer students with the "ins" and "outs" of UNT by focusing on six core elements which include: academic readiness, community service, cultural awareness, leadership, socialization, and career development. Over 200 students participated in F.L.Y. this past year and nearly half identified as a first generation student.



Connect with us!

 @UNTMulticulturalCenter

 @UNT_MC

 @UNT_MC

Pride Alliance

What We Do

The University of North Texas (UNT) 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.

Pride Alliance Training

The Pride Alliance offers a two-hour training to students, faculty, and staff on UNT's campus. This interactive training explores the differences between sex assigned at birth, gender identity, gender expression, and sexuality, as well as the coming out process, pronouns, resources and tools/skills for allyship. Through scenarios created for the specific setting requested, facilitators and participants explore application of knowledge and skills. Open training sessions are usually offered once or twice a semester. Other groups can be requested through the Pride Alliance website. The Pride Alliance facilitated over 30 trainings and presentations in the 2018-2019 school year and trained over 1,200 people.

Our Initiatives

OUTfits Clothing Closet

The OUTfits Clothing Closet is a donation-based resource that provides gender-affirming clothing, shoes, accessories, bras, bra inserts, and binders, free of charge. Makeup and jewelry are also occasionally available. OUTfits is open to any student on UNT's campus and can be visited Monday-Friday from 8:00am-5:00pm in Union 372. The Pride Alliance accepts washed, gently used clothing donations from students, faculty, staff, and community members and monetary donations are used for

renovations or the purchase of new binders and bras. Please contact the Pride Alliance or visit our website if you are interested in making a donation at edo.unt.edu/outfits-clothing-closet.

Name Change Process

Through wide collaboration at UNT, name change processes are smoother and more accessible than ever before. Students can now update their name without a legal name change. The updated name will appear on class rosters and most UNT systems. While legal name will always appear on transcripts and in a student's financial aid portal, preferred name can appear on a UNT diploma at no additional cost. Students can also update their email addresses and student ID card to match the preferred name. Learn more at: edo.unt.edu/names-unt.



Programs

Lavender Graduation

Lavender Graduation ceremonies are an important celebration that offer recognition and inspiration to Queer and Trans students. The tradition is continued today at hundreds of institutions across the nation and the Pride Alliance is honored to add UNT's name to that list. The Pride Alliance is proud to partner with Women's and Gender Studies and the LGBTQ Studies minor to host Lavender Graduation and celebrate Queer and Trans students. Students have the opportunity to speak about



their experiences at UNT and recognize anyone who has played a significant role in supporting them along their path to graduation. Students can register for Lavender Graduation in fall and spring semesters and all graduates receive a free lavender and rainbow stole that they can also wear at Commencement. Lavender Graduation took place in December 2018 and May 2019 in the 2018-2019 school year: edo.unt.edu/lavender-graduation.

Queer Cuts

Queer Cuts is a program that offers an opportunity for students to get a free haircut in an affirming Queer and Trans environment. The UNT Pride Alliance proudly



partners with barbers from North Texas Cutz and local, independent stylists to provide over 75 haircuts per program. Often, Queer and Trans people are unable to enter a barbershop or salon and comfortably ask for haircuts that affirm their gender identity or style. The Pride Alliance provides Queer and Trans focused "look-books" to help students get a sense of and decide on what cut feels right for them. Barbers and stylists are excited to offer Queer and Trans cuts regardless of length,

symmetry, or look. The Pride Alliance also partners with clinicians from the Counseling and Testing Services, who created an "affirmation station" which supports students after getting a cut, an emotional time for some. Learn more at: edo.unt.edu/queer-cuts.

The HangOUT

Student groups are an important space for students to learn about themselves, build community, and develop leadership skills; however, not all students are able to be "out," and publicly express Queer and Trans identities. The HangOUT serves students who are looking for a more private space to build community as well as those who are looking for a safe space to discuss and question expectations for gender identity and sexuality.

Large student groups and individual meetings with a

counselor or a UNT staff member can be uncomfortable for students. The HangOUT creates a hybrid space where students can process with a Pride Alliance staff member, a Counseling and Testing Services clinician, and their supportive peers. Students engage in self-care strategies, creating study groups, and analyzing pop culture. All students seeking to better understand their gender identity and sexuality are welcome to attend this weekly gathering.



Connect with us!

 @UNTPrideAlliance

 @UNTPride

 @UNTPride

 @UNTPride

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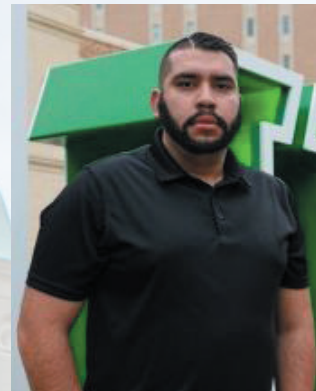
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Pride Alliance

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