

A photograph of a busy university campus. In the foreground, a student with a blue backpack walks away from the camera. To the right, a student on a blue bicycle is in motion. The background is filled with other students walking on a paved path, surrounded by lush green trees and pink flowering bushes. A sign for the Student Services Center is visible in the distance.

Division of Institutional Equity & Diversity

2015-2016 Annual Report

EST. 1890

DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY



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A New Focus for the Division of Institutional Equity & Diversity



When viewing the Division of Institutional Equity and Diversity during the past year, one could describe it as “a work in progress” or “under construction.” Indeed, the 2015-16 year brought many changes and new personnel all focused on positioning the division to be more intentional and strategic in providing leadership for equity and diversity at the University of North Texas.

My arrival in June 2015 as UNT’s vice president and chief diversity officer (CDO) marked a new beginning for me as I left NC State University after serving as its vice provost for institutional equity and diversity for almost two decades. More importantly, my arrival at UNT marked the beginning of the Division of Institutional Equity and Diversity’s efforts to refocus on core values of equity, diversity, and inclusion to create a framework to foster inclusive excellence at a Tier One university. To head the division’s two key areas, new director positions were created and national searches conducted to fill the positions. The division welcomed to UNT Inya Baiye, director of equal opportunity and Shani Barrax Moore, director of diversity and inclusion. Ms. Baiye brings a wealth of knowledge regarding EO compliance, especially Title IX on college campuses. Ms. Moore is a master workshop facilitator whose focus on cultural humility will serve well the university and larger Denton communities. Also, Jacob Straka was hired to enhance the division’s communications efforts. As an example of

intra-institutional partnership, the division worked with the UNT Mayborn School of Journalism to create Mr. Straka’s communications specialist position and each unit shares fifty percent of his time.

I am proud of the progress made by the division over the past year but recognize that this is only the beginning. The effort to infuse equity and diversity at a large research university is one that requires leadership. I am heartened by the support of President Smatresk and the UNT cabinet members who recognize their role as VIPs in being visible, intentional, and persistent in their support of equity and diversity at the university.

I look forward to next year as the division will welcome new staff members to fill the remainder of its vacant positions and will engage new campus, community, and corporate partners in creating a university that values and practices inclusive excellence.

Enjoy reading about the division’s work during the 2015-16 year. I hope this report will inspire you to join us at a program, visit our website, drop by our centers and offices, or call on us to assist you.

Making UNT even better,

Joanne G. Woodard
Vice President

The Faces of UNT

2015-16 Race, Ethnicity, Gender, and Age of UNT Students

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

Average Student Age

Undergraduate:

22.1

Graduate:

31.3

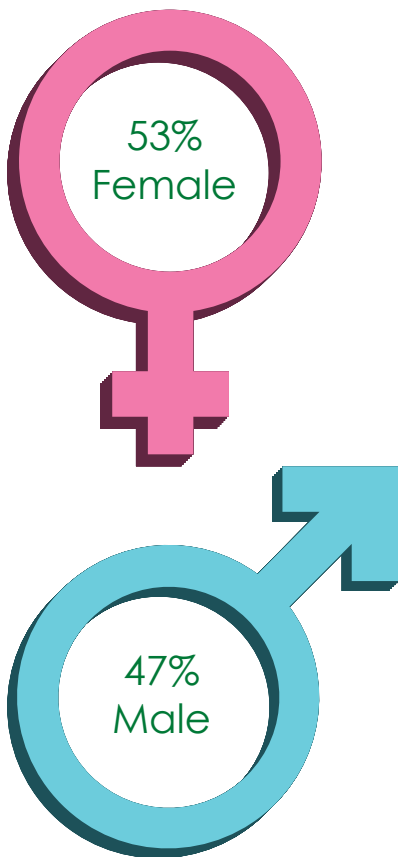
All Students:

23.7

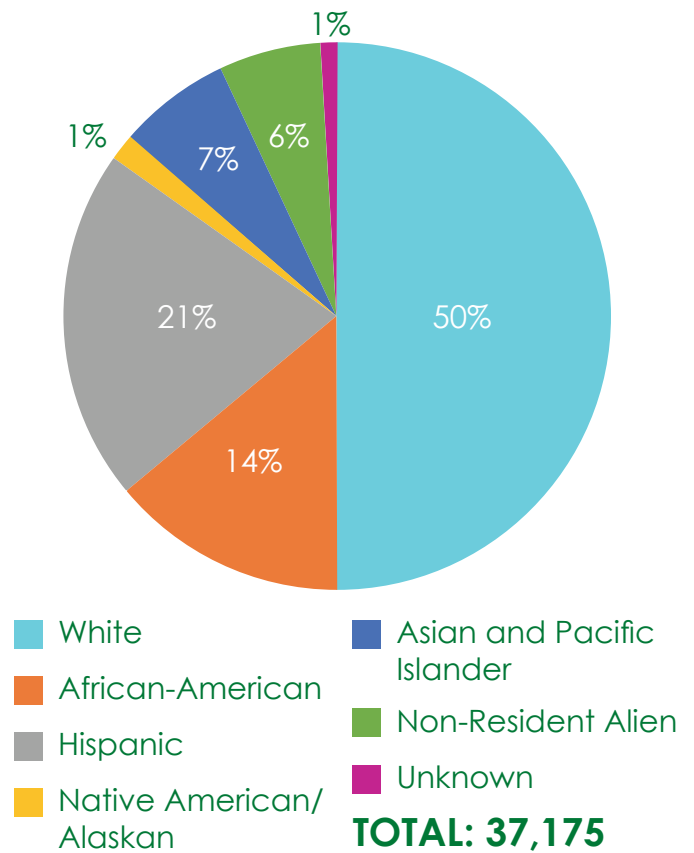
Enrolled students come from 132 countries



Gender of Students



Race and Ethnicity of Students



The Faces of UNT Employees

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

FACULTY

White	African-American	American Indian	Asian/Native Hawaiian/Pacific	Hispanic	Not Available	2 or More Races	Total
70%	5%	<1%	11%	8%	3%	3%	100%
Total Faculty							1,455

STAFF

White	African-American	American Indian	Asian/Native Hawaiian/Pacific	Hispanic	Not Available	2 or More Races	Total
64%	10%	<1%	4%	16%	1%	5%	100%
Total Staff							2,432

Source: UNT Fact Book January 2016

Key Concepts

While the division still addresses discrimination and harassment issues, including Title IX and ADA compliance through the Office of Equal Opportunity, the creation of the Office of Diversity and Inclusion has increased the efforts of the Division of Institutional Equity and Diversity to educate its community about the new lexicon of diversity, equity, and inclusion. Some key terms and concepts follow:

Access:

Broader set of access and equal opportunity interests that many institutions seek to advance in order to correct inequities in current and recent historical education systems.

Climate:

The cumulative result of an organization's programs, practices and policies on the way people of various identities experience inclusion. Campus climate impacts employee and student engagement and success.

Compliance:

The equal access to opportunities guaranteed by university policies based on federal and state laws.

Cultural Competence:

Having an awareness of one's own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms, intergroup and intragroup differences.

Cultural Humility:

Allows culturally competent individuals to identify the presence and importance of differences between their orientation and that of each person they interact with and to explore compromises that would be acceptable to both. It is a lifelong process of self-reflection and self-critique.

Diversity:

The multiple identities around which people differ (such as race, ethnicity, sexual orientation, gender identity and expression, disability status, national origin, etc.) that make one individual or group different from another and impact one's perceptions, experiences, and interactions.

Equal Opportunity:

The principle of non-discrimination and employment that emphasizes opportunities in education and employment for all individuals.

Equity:

The guarantee of fair treatment, access, opportunity, and advancement for all students, faculty, and staff, while simultaneously working to identify and eliminate barriers that have prevented the full participation of some (usually historically underrepresented and marginalized) groups.

Inclusion:

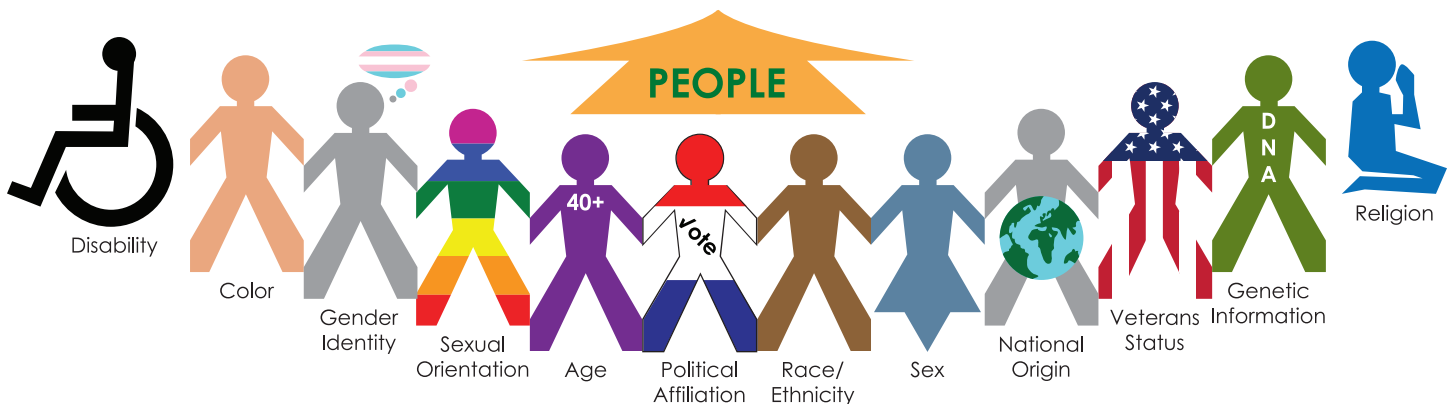
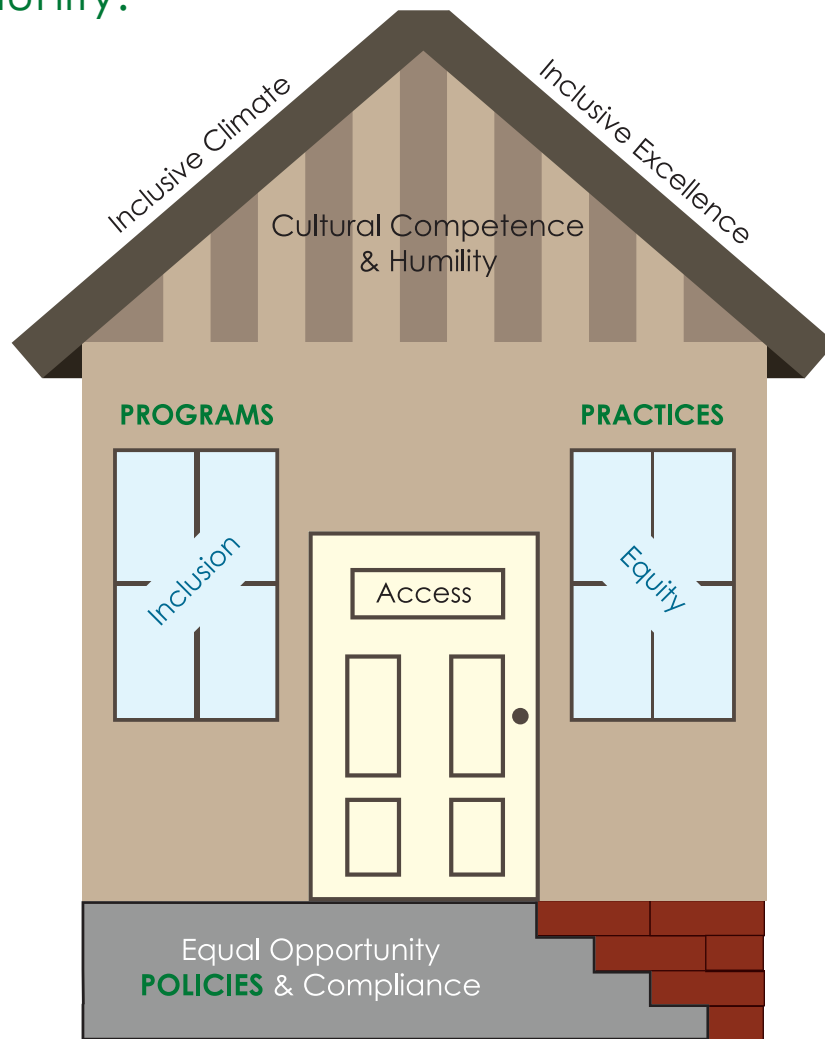
Active, intentional, and ongoing engagement with diversity; embracing and affirming differences and offering respect in words and actions (such as language) for all groups and people.

Inclusive Excellence:

Defined by the Association of American Colleges and Universities (to which UNT belongs) as the active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities.

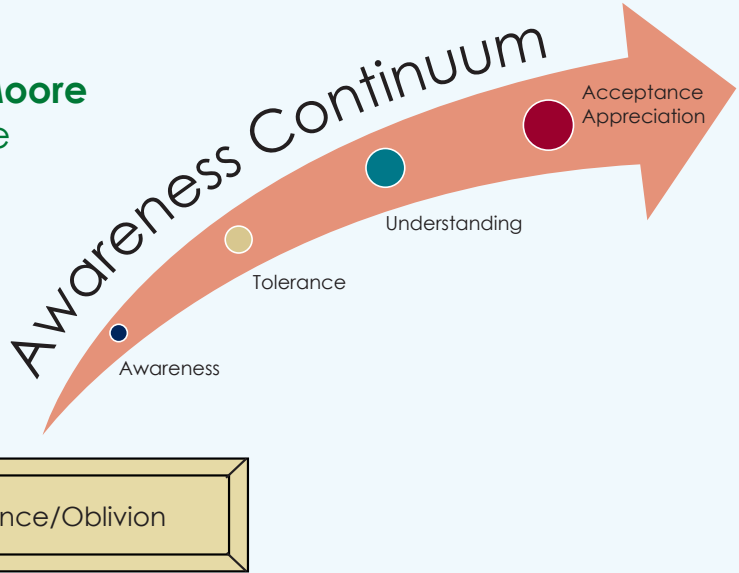
The Division of Institutional Equity and Diversity leads efforts to institutionalize these concepts through University **programs, practices, policies, and people** that continue to meet the dynamic need of our ever-changing student, faculty, and staff population.

As the division builds upon the skills and talents of its staff through the lens of a unit “under construction,” it continues to build an intentionally inclusive climate through **PROGRAMS**, **PRACTICES**, **POLICIES**, and **PEOPLE** where all students and employees can succeed as part of the University of North Texas community.





Shani Barrax Moore
Director, Office
of Diversity
& Inclusion



Office of Diversity & Inclusion

The Division of Institutional Equity and Diversity fortified its infrastructure with the creation of the Office of Diversity and Inclusion and a new position, the Director of Diversity and Inclusion. The office and its director Shani Barrax Moore, who joined UNT in February, are responsible for the supervision of the Multicultural Center and the Pride Alliance, providing diversity and inclusion training that facilitates cultural humility and intentional inclusion, and developing strategic partnerships through community engagement. The unit has re-evaluated and restructured its programming and practices through a strategic and intentional lens in its program offerings, practices, processes, and people.

To that end, the Multicultural Center and the Pride Alliance conducted a needs assessment in the spring of 2016 that identified new areas of focus including an increased focus on student services and marketing of its programs, and the creation of an advisory council infrastructure. The office has also engaged in an alignment of the centers' programmatic focus through three primary lenses:

- **Campus Education:** Identity-based programs that highlight or expand the awareness of UNT student populations via information, mentoring, and training
- **Engagement:** Efforts that foster an environment affirming and celebrating all identities and provide opportunities for personal growth through partnership with campus and community organizations

- **Student Success:** Resources and services focusing on students' academic, professional, and identity-based development

In addition to these focus areas, the office has made efforts to categorize its programs into awareness levels ranging from:

- **Introductory:** Efforts that move students, faculty, and staff out of a space of ignorance or oblivion to basic awareness of culture-based topics
- **Intermediate:** Programs that move participants from basic awareness to understanding and appreciation of culture and identity
- **Advanced:** Development opportunities for participants to build skills or competencies that facilitate cultural humility

Education and Training

Since the creation of the Office of Diversity and Inclusion, the following education and awareness opportunities have been offered to members of the UNT community:

Bias-Based Profiling: Presented in conjunction with Sgt. Ramona Rosborough of the UNT Police department, these sessions incorporated the use of the Harvard Implicit Association Test to provide opportunities for awareness to UNT and community law enforcement officials regarding the impact of implicit bias on policing.



2016 Equity & Diversity Conference



The Division of Institutional Equity and Diversity hosted its 16th annual Equity and Diversity Conference on February 25, 2016 for students, educators and professionals committed to equity, access and inclusion in higher education. As one of the division's signature events, the conference continues to develop our capacity for individual and institutional cultural competence and humility to be a university that values, supports, and respects differences, perspectives, and experiences of others.

The 2015-16 event, themed "Liberty and Justice for All," marked the 16th year of the conference and was echoed in the keynote address and concurrent workshops. More than 300 students, faculty, staff, and guests gathered in the new University Union to hear Dr. Derald Wing Sue, a noted psychologist and scholar from Columbia University, speak to his experience and extensive research on microaggressions.



Topics for conference sessions included the DREAM Act, workplace bullying, identity-based conflicts in classrooms, economic status of women of color, and LGBT family violence. Evening entertainment, sponsored by the Distinguished Lecture Series, was provided by stand-up comedian and CNN correspondent W. Kamau Bell. Notable past speakers for the event were guests such as Don Lemmon, Soledad O'Brien, and Dan Savage.

More than \$17,000 was raised in sponsorships with the Target Corporation serving as the conference's Platinum Sponsor. Wells Fargo and the University's entire administrative cabinet contributed as Gold Sponsors in support of the event.



Keynote:
Dr. Derald Wing Sue
 Derald Wing Sue is Professor of Psychology and Education in the Department of Counseling and Clinical Psychology at Teachers College and the School of Social Work, Columbia University. He received his Ph.D. from the University of Oregon,

and has served as a training faculty member with the Institute for Management Studies and the Columbia University Executive Training Programs. At the 2016 E & D Conference, he discussed topics related to microaggressions.



Evening Keynote:
W. Kamau Bell
 W. Kamau Bell is a socio-political comedian based in Berkeley, CA. Bell is the host of CNN's travel show, "United Shades of America," which chronicles various groups and subcultures across the country. Bell is best known for his critically acclaimed FX comedy

series, "Totally Biased with W. Kamau Bell." At the event, Bell used comedy to address difficult social justice topics such as racial profiling and xenophobia, interracial relationships, and politics.

2017 Equity & Diversity Conference



Save the Date:
 February 23, 2017
 UNT Union

This year's theme "Social Justice: A Movement Not A Moment" features speakers who dedicate their lives and their work to bringing awareness to the many issues affecting our society today.



Our keynote speaker will be Dr. Melissa Harris-Perry. Harris-Perry is the Maya Angelou Presidential Chair at Wake Forest University where she is the Executive Director of the Pro Humanitate Institute and founding director of the Anna Julia Cooper Center. She is Editor-in-Large at

ELLE.com and hosted the television show "Melissa Harris-Perry" from 2012-2016 weekend mornings on MSNBC.

She is also the author of the award-winning *Barbershops*, *Bibles*, and *BET: Everyday Talk and Black Political Thought*, and *Sister Citizen: Shame, Stereotypes, and Black Women in America*.

Harris-Perry received her B.A. degree in English from Wake Forest University and her Ph.D. in political science from Duke University. She also studied theology at Union Theological Seminary in New York. Harris-Perry previously served on the faculty of the University of Chicago, Princeton University, and Tulane University.

Sponsorship Opportunities

If you would like to become a sponsor or partner of the 2017 Equity & Diversity Conference, please contact us:

Diversity.Incusion@unt.edu
 or call (940) 565-2711

You can read more about the various conference and sponsorship levels online at:
edo.unt.edu/equity-and-diversity-conference.



Lavender Graduation (November and April)



Transgender Day of Remembrance (November)



Second Chance Prom (April)

Pride Alliance

The UNT Pride Alliance is a gender and sexuality resource center and a safe and welcoming space for all. Its three areas of focus include:

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

The 2015-2016 academic year marked the second full year that the Pride Alliance has been open and fully staffed. This year brought many new and exciting changes, including the addition of a second full-time staff member, the approval of a separate student services fee account for 2016-2017, a spike in the amount of individuals who completed a Pride Alliance training, and some new and mutually beneficial partnerships with community organizations.

Looking forward, the Pride Alliance staff will work to restructure the Ally training series, create a strategic plan and vision, build a base of programs around intersections of identity, and build more structure into office policies and procedures.

Programs and Initiatives

As it embarked upon its second full year, the Pride Alliance expanded its capacity by liaising with a myriad of internal and external entities to serve its students. The following includes some of the year's highlights:

Gender Inclusive Housing: The Pride Alliance collaborated with the Dean of Students Office, Housing, and Student Government Association to conduct benchmarking research and begin to develop a proposal for Gender Inclusive Housing at UNT.

OUTfits Clothing Closet: The Pride Alliance houses a clothing closet available to all students developed to serve the needs of those who may be transitioning wardrobes. Accessories, clothing, and makeup are received through donations and are free to students. The Pride Alliance was excited to receive a matching donation of chest binders from Underworks. Excess clothing is donated specifically to Denton County Friends of the Family.

LGBT Career Fair (March): The Pride Alliance collaborated with the Career Center to host a fair with 20-25 local and national employers who are LGBT- inclusive or have LGBT affinity groups.

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

Fall Ball - A Queer Homecoming (October): The Pride Alliance collaborated with GLAD (UNT's student Queer Alliance) to host their first Homecoming event. The dance was held in the Greek Life Center the weekend before Homecoming week kicked off.

Sexual Assault and Intimate Partner Violence in LGBT Communities (October & April): The Pride Alliance collaborated with the Dean of Students Office, Denton County Friends of the Family, and Housing and Residence Life to facilitate a discussion about abuse, control, and power in LGBT communities.

Being LGBT in Modern America (October): The Pride Alliance collaborated with the University Program Council (UPC) to create a panel program that allowed participants to learn about different identities and perspectives on the sexuality and gender spectra.

Kumu Hina (November): The Pride Alliance collaborated with the Digital Media Library to screen and lead a discussion about this film, which follows the struggle to maintain Pacific Islander culture and values within the Westernized society of modern day Hawaii. It is told through the lens of an extraordinary Native Hawaiian who is both a proud and confident *mahu*, or transgender woman, and an honored and respected *kumu*, or teacher, cultural practitioner, and community leader.

Transgender Day of Remembrance (November): This event included Carter Brown of Black Transmen Incorporated as keynote speaker, local and national artwork by transgender artists, and reading of the names of the transgender individuals who were murdered and died by suicide.

Lavender Graduation (November & April): Lavender Graduation celebrations give LGBTQ and Ally students the opportunity to be individually recognized and to call attention to their specific involvement and contributions at UNT. The keynote speaker, Carter Brown, spoke about the extra hurdles that queer students face on their path to graduation and the graduates celebrated with cake and their own rainbow stoles.

Community Engagement

Denton ISD, Transgender Student Advocacy

(September & January): The Pride Alliance partnered with Denton ISD to educate administrators and counselors about transgender identities and advocacy for transgender students. An initial presentation led to a training for all Denton ISD school counselors.

Campus Conversations (February): The Pride Alliance partnered with the members of the Denton Together Coalition to host a town hall meeting at UNT, part of a larger series of town hall meetings in Denton. The town hall series aimed to gather concerns and feedback from members of the Denton community, which would inform the initiatives of the Denton Together Coalition.

Starbucks Pride Alliance Network (March): The Pride Alliance partnered with Dallas-Fort Worth Starbucks managers to inform the creation of the Starbucks DFW Pride Alliance Network, which is part of a national community of Starbucks Pride Alliance Pride Networks. The Pride Alliance Network works to affect positive change and increase awareness of the LGBTQ community within Starbucks through an equitable, dynamic, and supportive environment.



**THE PRIDE ALLIANCE
HAS MOVED!**

**TO UNION
ROOM 372**

MONDAY - FRIDAY

8:00AM - 5:00PM

940.565.2589

PRIDEALLIANCE@UNT.EDU



Carnaval (September)



Alternative Spring Break – Selma, AL (March)



La Raza Graduation Ceremony (April)

Multicultural Center

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 student success resources.

Programs and Initiatives

The Multicultural Center provided various cultural engagement, awareness, and leadership opportunities over the 2015 – 16 academic year that include but are not limited to:

A Few Good Men (January – April): This is a men of color mentoring initiative established in the spring semester to support African American students. The program connects UNT alumni and students monthly to build personal and professional skills. More than 40 students participated in the program throughout the course of the semester.

Alternative Spring Break – Selma, AL (March): In partnership with the Center for Leadership and Service, the Multicultural Center took 9 students on a service trip focused on civil rights education and community engagement during spring break. Through interactions with individuals, groups, service projects, and civil rights museums, students on the trip learned about the continued impact systemic oppression has on society.

People of Nia Celebration (April): The Multicultural Center collaborates with numerous departments, in addition to cultural and ethnic student groups, to coordinate culturally-based graduation celebration ceremonies that complement the University's commencement celebrations. These cultural celebrations acknowledge the value and uniqueness of underrepresented student experiences and serves to commemorate and highlight the accomplishments of individuals within their familial and cultural context. This year's People of Nia Celebration was canceled due to severe weather but over 100 stoles were given to graduating seniors.

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

Buddy System Peer Mentoring Program (August – May): The Buddy System connects new students to the University of North Texas by matching them with experienced upperclassmen as their mentors. The Buddy System assists participants with the A to Z of UNT by focusing on 6 core elements: Academics, Community Service, Cultural Awareness, Leadership, Socialization,

and Career Development. It helps build community, promotes student involvement, and encourages successful development through their academic, social, and personal achievements. All mentors are encouraged to attend Access Mentoring training held multiple times throughout the Fall Semester and twice throughout the spring semester. The self-reported demographics of the mentees were 13 African American, 1 Indian American, 7 Asian American, 29 Hispanic, and 13 Caucasian/White. The mean grade point average for the fall 2015 semester was 3.05 and the mean grade point average for the spring 2016 semester was 3.18. Students represented 10 colleges across campus.

Black Student Experience (September): The 6th annual BSE drew the most participants to date with over 135 students impacted. BSE serves incoming freshman and transfer students over this two-day event by promoting academic success, embracing cultural identity, enhancing leadership skills, and establishing mentoring relationships. Black staff, faculty, and alumni are invited to speak and engage with the students throughout the weekend.

Carnaval (September): Carnaval is an annual event co-sponsored with the University Program Council. This program serves as the kick-off event to Hispanic Heritage Month programs and allows the UNT community to celebrate all Spanish speaking countries while experiencing culturally unique food and music. More than 1,000 students attended the two-hour event.

Community Engagement

MLK Celebration Remembrance March (January): This is an annual and celebratory march from UNT to the Martin Luther King, Jr. Recreational Center followed by an opportunity to participate in the City of Denton's annual program featuring a member of Alpha Phi Alpha Fraternity, Inc., to share the biography of Dr. King.

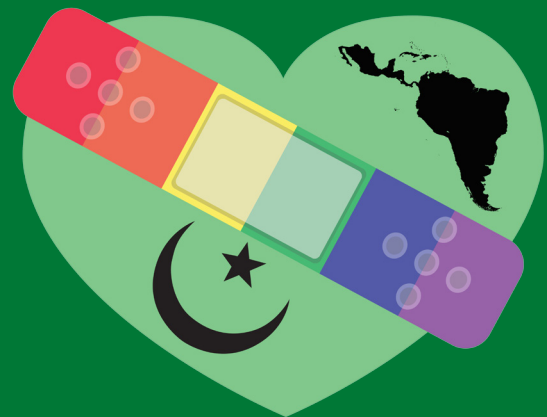
City of Denton - Cinco De Mayo Celebration (May) and Juneteenth Celebration (June): The Multicultural Center participates in these annual city of Denton celebrations by hosting a booth and providing resources about UNT to the Denton community.

La Vida Denton (October): La Vida Denton is an annual event designed to promote student engagement between the North Central Texas College, the University of North Texas, and Texas Woman's University Hispanic/Latinx students and community and business leaders. This is achieved by creating opportunities for professional development such as internships, prospective employment, and mentoring as well as creating cultural and social awareness that the city of Denton provides.

Unit Collaboration

The Multicultural Center and Pride Alliance collaborated on multiple successful initiatives over the past academic year, including:

- **Multicultural Center/Pride Alliance Programming Needs Assessment (May):** Both units worked closely to design, develop, and deliver a needs assessment to the UNT community which surveyed students, faculty, and staff. The data received from the survey will inform FY 16-17 programming and direct new initiatives.
- **Denton to Orlando-Candlelight Vigil (June):** The Pride Alliance, Multicultural Center, and the Office of Spiritual Life collaborated to create a candlelight vigil in response to the shootings at Pulse night club in Orlando, Florida. The candlelight vigil gathered more than 350 campus and community members together to heal. The vigil was comprised of speakers from the three host offices, Counseling and Testing, UNT Police Department, UNT International, OUTReach Denton, and a statement was made on behalf of the Council of Muslim-American Relations. The vigil closed with a venue for students to express their feelings about the tragedy.





Inya Baiye
Director, Office
of Equal Opportunity
and Title IX/ADA
Coordinator

**STOP
SEXUAL
MISCONDUCT**



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.

The highlights of the Equal Opportunity unit this year included its overhaul of the complaint processing procedure and the development of training programs. OEO achieved this by rewriting the investigative procedure, strengthening relationships with Human Resources, and developing an effective filing system. Once the office guaranteed a consistent procedure for UNT community members, it took on the task of writing training programs that dealt with EO issues and Title IX compliance for managers and supervisors.

Complaints

In 2015-16, OEO responded to 66 complaints. Of those complaints, 25 contained allegations of harassment, 29 contained allegations of discrimination, 4 contained allegations of retaliation, and 8 contained multiple allegations.

Individuals filed complaints most frequently on the basis of sex (24 complaints) and race (11 complaints). The categories of disability, veteran’s status, religion, age, national origin, retaliation, sexual orientation, and gender identity contained fewer than 5 complaints per category.

There were 3 complaints that did not associate the complaint with membership in a protected group.

OEO responded to 100 percent of the complaints submitted. Of the complaints, 14 were closed with a finding of a policy violation, 15 were dismissed by administrative closure or determination of no policy violation, 16 were referred to another UNT department, 9 individuals chose not to file a complaint or failed to respond to OEO’s communications, and 3 individuals elected to withdraw their complaints. At the time of this report, there were 9 cases pending resolution. Of the complaints that were resolved, 4 resulted in the termination of an employee.

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. There were 62 Title IX complaints filed in 2015-16 that contained allegations from or against a student. Of those complaints, 19 resulted in no findings, 14 resulted in findings, and 12 did not present enough information to open an investigation or they did not constitute a valid complaint. At the time of this report, 17 complaints were currently being processed. Although OEO works to reduce incidents of discrimination and harassment within the UNT community, the unit firmly believes that addressing complaints effectively supports the university’s strategic plan goals of encouraging a diverse and inclusive campus environment, thereby improving student retention and graduation.



Trainings/Presentations

OEO offered three main training programs in 2015-16, an EEO Principles course, a Title IX rights and responsibilities course, and a New Hire Orientation session. In collaboration with UNT System Human Resources, OEO developed and offered an EEO Principles course to managers in the Talent Management Leadership Develop Program. EEO staff conducted 5 live presentations to 175 participants in this course, and consistently received ratings of 4 and 5 on a 5-point scale which indicated that the participants gained knowledge that they could apply to situations they encountered in the future.

In collaboration with the Human Resources Office in Denton, OEO conducted training sessions on equal opportunity policies, complaint reporting and investigation procedures, and Title IX and Violence Against Women Act (VAWA) during New Hire Orientation. This training was revamped to reflect federal and state law changes relating to sexual misconduct issues; 473 employees attended.

OEO also developed a new Title IX and Sexual Misconduct training program piloted with the Division of Student Affairs and the Texas Academy of Mathematics and Science (TAMS) in February 2016. OEO also provided training to the University of North Texas Police Department, teams in University Athletics, new student employees, new faculty, and residential staff in University Housing and Residence Life in the summer of 2016.

Training is the primary way OEO prevents issues of discrimination from occurring. To meet this end, OEO entered into a significant contract with Thomson Reuters in the summer of 2016 to provide e-learning programs to all employees. The pilot program was an anti-discrimination training for managers and supervisors that launched in November 2016. OEO also plans to launch a Title IX and sexual misconduct training for all employees in December 2016.

Policies, Regulations, and Standard Operating Procedures

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. In the 2015-16 fiscal year, OEO contributed to the development and revision of university equal opportunity policies such as the Disability Accommodations Policy for Students and Academic Units, the Policy for Prohibition of Sexual Assault, and the Sexual Misconduct, Relationship Violence and Stalking policy.

Since December 2015, OEO has worked to establish internal operating procedures that bring clarity and efficiency to its work. This began with the adoption of OEO's Grievance Procedure in January 2016, the overhaul of the departmental case filing system in the spring and summer of 2016, and the revamp of the OEO website.

Campus & Community Engagement

- The OEO staff participated in the following committees and activities:
 - » North Texas Sexual Assault Coalition
 - » UNT Policy Working Group
 - » UNT Americans with Disabilities Act (ADA) Committee
 - » UNT Committee on the Education & Prevention of Sexual Assault & Intimate Partner Violence
 - » UNT House Bill 699 Taskforce
 - » UNT Campus Assault Response Team
- OEO staff presented at the following venues off campus:
 - » Texas Association of State Senior College and University Business Officers (TASSCUBO), February 2016

Deputy Title IX Coordinators

To expand the university's capacity, this year marked the appointment of two new deputy Title IX coordinators.



Dr. Maureen McGuinness
Dean of Students and Assistant Vice President of Student Affairs



Dr. Cinnamon Sheffield
Senior Associate Athletic Director, Student Services/Senior Woman Administrator

Institutional Equity & Diversity



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



Christi Hestand, Executive Assistant to the Vice President
As the Executive Assistant, Christi provides administrative support for the business management and staff services functions of the Division of Institutional Equity and Diversity.



Shani Barrax Moore, Director, Office of Diversity & Inclusion
Shani became a diversity and inclusion practitioner nearly 17 years ago after a career in public relations and marketing. She brings her extensive training, program management, and strategic partnership development experience to the division's new strategic direction.



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



Rose Kuo, Student Assistant
Rose is a fourth year international student at UNT, pursuing two bachelor's degrees in merchandising and digital retailing. Rose joined the Division of Institutional Equity & Diversity in May 2015.



Viviana Guerrero, Student Assistant
Viviana Guerrero is a senior at UNT pursuing a Bachelor of Science in Mechanical and Energy Engineering and a minor in Spanish and Math. She joined the division as a student assistant in October of 2016.

Multicultural Center



Damian Torres, Director
Damian joined the Multicultural Center in June 2013 as a Graduate Assistant. Damian served in that role for one year, was hired as the assistant director in May 2014, and became the director in the Spring of 2016.



Margaret Humphrey, Student Services Coordinator
Margaret joined the Multicultural Center staff in January of 2016, after serving as a community developer at a residential college prep high school. She is currently pursuing a Master's degree in Public Administration.



Alessandra De La Rosa, Student Assistant
Alessandra is a third year student at UNT, pursuing a Bachelor's degree in Marketing. Alessandra joined the Multicultural Center staff in June 2015.



Jason Ortiz, Graphic Design Student Assistant
Jason is a fourth year student at UNT, pursuing a bachelor's degree in communication design. Jason joined the Multicultural Center in January 2015.



Lee Stovall, Graduate Assistant
Lee joined the Multicultural Center in August 2016 as the Graduate Assistant. He is currently pursuing a Master's of Education in College Student Personnel in Higher Education.



Da'Vonte Wade, Student Assistant
Da'Vonte is a fourth year student at UNT, pursuing a bachelor's degree in kinesiology. Da'Vonte joined the Multicultural Center July 2015.

Pride Alliance



Kathleen Hobson-Bond, Director
Kathleen joined the Pride Alliance staff in June 2014 as the inaugural Student Services Coordinator. Kathleen served in this role for one year and was hired as the Assistant Director (acting Director) in September 2015, when the position was created.



Joshua Quinn, Student Services Coordinator
Josh joined the Pride Alliance staff in June of 2016, after graduating with a Master's degree in Student Affairs in Higher Education.



Patricia Mercado, Administrative Coordinator (Pride Alliance and Multicultural Center)
Patricia joined the Multicultural Center and Pride Alliance in November 2015. She is currently pursuing a Master's degree in Spanish Literature.



Maggie Harvey, Student Assistant
Maggie is a first year student at UNT, pursuing a Bachelor of Science in Interdisciplinary Studies in Elementary Education. Maggie joined the Pride Alliance staff in January 2016.



Grace Otten, Graphic Design Student Assistant
Grace is a first year student at UNT, pursuing a Bachelor's degree in Pre-Communication Design. Grace joined the Pride Alliance staff in March 2016.



De' Amber Bullard, Student Assistant
De' Amber is a third year student at UNT, pursuing a Bachelor of Science in Sociology. De' Amber joined the Pride Alliance staff in October 2016.

Equal Opportunity



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



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



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

Growing by Leaps and Bounds

The Division of Institutional Equity & Diversity has grown considerably since Joanne Woodard joined UNT as vice president. In the span of a year, the division conducted searches to fill its existing vacant positions and has grown from six to 12 full-time employees in the division.

With so many talented individuals working for UNT, there's no question the university will remain a leader in championing diversity, equity, and inclusion in higher education.

Contact Information

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DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY

