Center for Diversity & Inclusion

Student Fees Advisory Committee (SFAC)
Program Questionnaire for FY 2015 -2016

UNIVERSITY of
HOUSTON
CENTER for DIVERSITY & INCLUSION

Student Fees and Advisory Committee (SFAC)

FY2016 PROGRAM QUESTIONNAIRE

Center for Diversity and Inclusion

1. Please provide a one-page executive summary of your questionnaire responses. This summary should include, in brief terms, your unit's mission, how you accomplish you unit's mission, and a justification of your unit's student fee allocation in terms of benefits for students
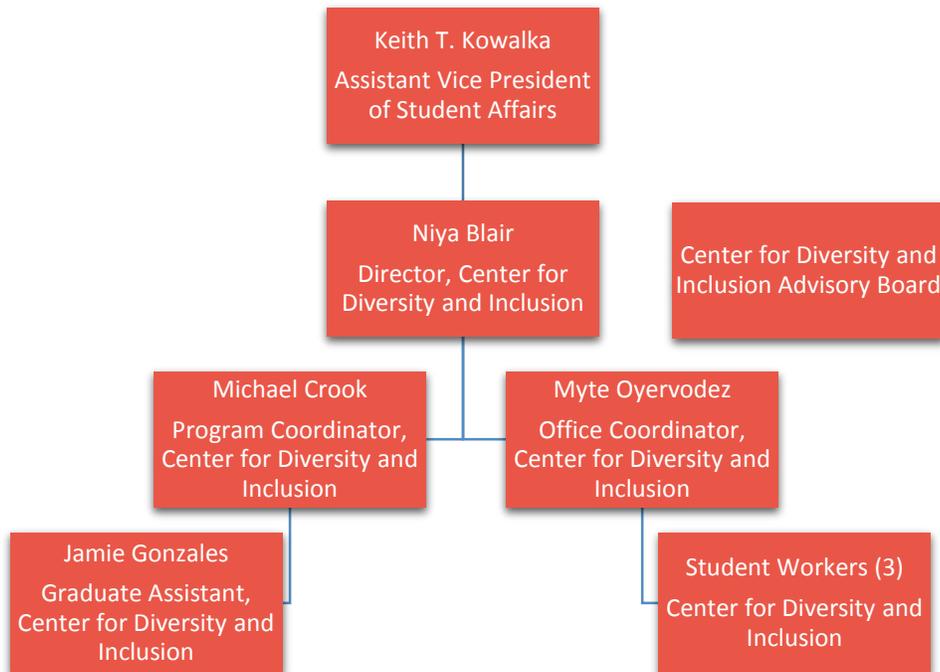
In spring 2013 the Multicultural Student Services Task Force was charged with identifying the feasibility of creating a new department/center on the University of Houston's (UH) campus that would focus on addressing the needs of UH's highly diverse student population. After several months of collecting data through benchmarking, reviewing the current landscape at UH in relation to diversity and inclusion initiatives, focus groups with UH students, and conducting a student survey where 85% of the respondents expressed a desire for a center, the Task Force concluded that a multicultural center should be created at the University of Houston. The Task Force stated the center should be a resource on campus that supports and promotes unity and awareness for students of all different backgrounds. In addition, the Center should serve students who do not meet specific criteria to participate in existing programs and should provide social justice advocacy and partnerships with campus departments, student organizations, and the community on diversity and inclusion related educational programs and services.

The Center for Diversity and Inclusion opened its doors on Wednesday, August 20, 2014 under the direction of Niya Blair, director of the Center. The mission of the Center for Diversity and Inclusion is to foster an inclusive university community by providing services, programs, and support that engage, empower, and educate our highly diverse student population and campus partners.

The Center's mission is accomplished by offering educational and cultural experiences through intercultural dialogues, workshops, diverse campus programming, student leadership experiences, university program partnerships, and by highlighting university organizations and services that promote diversity and inclusion

The Center for Diversity and Inclusion benefits the University of Houston student population by being a voice for student's whose voices often go unheard. Also, the Center provides diversity education programs, trainings, and celebrations that foster inclusion and empowers students to develop a greater sense of belonging and become more culturally competent. The Center works in conjunction with other offices to ensure policies and practices for UH students are inclusive while working to remove systemic barriers. The Center for Diversity and Inclusion fosters a global learning community for students that provides a richer collegiate experience.

2. Provide an organization chart of your unit. Large units may need to have an overview chart then more specific charts for each program. Where you have multiple staff in the same position (e.g., counselor, advisor, etc.), note this on your chart. Student employees should be cited on the chart and identified as students.

Keith T. Kowalka
Assistant Vice President of Student Affairs

Niya Blair
Director, Center for Diversity and Inclusion

Center for Diversity and Inclusion Advisory Board

Michael Crook
Program Coordinator, Center for Diversity and Inclusion

Myte Oyervodez
Office Coordinator, Center for Diversity and Inclusion

Jamie Gonzales
Graduate Assistant, Center for Diversity and Inclusion

Student Workers (3)
Center for Diversity and Inclusion

3. List your unit's strategic initiatives and action steps identified for the 2013-2014 academic year and cite the specific Division of Student Affairs and Enrollment Services (DSAES) Strategic Initiatives and University of Houston Strategic Goals to which the relate (links below). Please comment on your success in achieving these strategic initiatives/action steps. Ig a strategic initiative/action step changed during the year, please not this and explain. Also, list any new strategic initiatives/action steps, the rationale for the addition, and comment on your success in achieving these steps.

Please Note: The Center for Diversity and Inclusion did not exist in 2013-2014. Below we have included the strategic initiatives and action steps that will be accomplished this year.

Center for Diversity and Inclusion Strategic Initiatives and Action Steps 2014/2015

Goal 1- Develop a diversity/inclusion and global education strategy for UH Students (DSAES Strategic Initiative's: 3b, 3e)

Action Steps:

A. Establish Phase one (3 workshops) of diversity workshop series that increases multicultural competence-spring 2015
B. Create Signature Programs
    a. Fall- Meet and Great and Cultural Conversations
    b. Spring- Cultural Connect Week and Speaker Series
C. Partner with campus departments and student organizations
    a. Council of Ethnic Student Organization, Mexican American Student Association, Student Program Board
    b. International Student Support Services for National International Education Week
    c. Counseling and Psychological Services, A. D. Bruce Religious Center, Residential Life, and Wellness Center

Goal 2- Implement measures to retain our highly diverse student population (DSAES Strategic Initiatives: 1d, 3b, 3e, 4a, 6a)

Action Steps:

A. Hire staff for the Center for Diversity and Inclusion-Fall 2014
B. Create CDI ambassador program-Spring 2014
C. Create Diversity Student Organization Roundtable-Fall 2014
D. Establish strategic meaningful relationships with offices listed by the Multicultural Services Task Force and additional campus partners-Start Fall 2014/ongoing
    a. Admissions and Enrollment Services
    b. Council of Ethnic Student Organizations
    c. Mexican American Studies
    d. Women's and Gender Studies
    e. African American Studies
    f. LGBT Resource Center
    g. Women's Center

h. Center for Students with disabilities
i. Urban Experience Program
j. Counseling and Psychological Services
k. Center for Fraternity and Sorority Life
l. Center for Student Involvement

Goal 3- Develop and implement an inclusion communication plan (DSAES Strategic Initiatives: 5a, 5b, 5c, 6a)

Action Steps:

A. Create Center for Diversity and Inclusion website-fall 2014
B. Form Center for Diversity and Inclusion Facebook and Twitter pages-fall 2014
C. Promote diversity awareness through #IAMUH campaign-Spring 2015
D. Compose list of diversity related programs and services at UH

Goal 4- Foster a welcoming and inclusive university environment   (DSAES Strategic Initiatives: 3d, 1b)

Action Steps:

A. Work with the Office of the Vice President for Student Affairs and Enrollment Services to administer a student campus climate survey-Fall 2014
B. Create an environment for student support and engagement in Center for Diversity and Inclusion -Fall 2014 and ongoing
C. Provide diversity lens regarding university policies and practices by serving on committees

As a reference, the below goals were developed for the Center within their Final Report:

Center for Diversity and Inclusion Goals from Task Force for Year 1

-Fill staff according to the proposed staffing model

-Build relationships with current departments, programs, and student organizations with whom the center might want to partner

-Establish a visible presence on UH's campus

-Participate and/or sponsor at least one campus wide event

-Develop a strategic plan and measurable outcome consistent with the department's mission and the Division and University Plan

4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs and any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting these data.

The Center for Diversity and Inclusion was fully staffed by October 1, 2014.

The remainder of the year, the Center for Diversity and Inclusion will utilize various methods to assess the usage and knowledge of the center, the diversity workshops/seminars given by the center staff, and administer a student campus climate survey. All of these items are very important when establishing a new center and receiving a clear picture of the student's needs. Below is a chart that includes each area that will be assessed, the learning outcomes, method of assessment, and the departmental goals it supports.

Program or Services Being Assessed: Diversity Workshops/Seminars		
Learning Outcome(s) and/or Program Objective(s)	**Method**	**Goal(s) Supported**
*Participants will be able to name one positive behavior they will continue to do that fosters inclusiveness and name one negative behavior they will stop doing that hinders being inclusive *As a result of the presentation/workshops, participants will be able to differentiate between individual differences, cultural differences, and universal similarities * Participants will be able to identify diversity-related campus resource	* Develop an in-house survey using Baseline that will be emailed after each workshop/seminar and Cultural Conversation. * Focus groups will be conducted after Cultural Conversation events with the 5-7 identified student leader speakers and a CDI staff member will take notes and document findings	1. Develop a diversity/inclusion and global education strategy for UH students 3. Develop and implement and inclusion communication plan 4. Foster a welcoming and inclusive university environment

Program or Services Being Assessed: Usage and knowledge of the Center for Diversity and Inclusion		
Learning Outcome(s) and/or Program Objective(s)	**Method**	**Goal(s) Supported**
*Students, faculty, and staff will be able to state two services and/or programs that the Center for Diversity and Inclusion offers *The Center for Diversity and Inclusion will determine how many students utilize the Center on a weekly basis	*Develop an in-house survey using Baseline Survey. Surveys will be emailed to participants who attend programs and/or workshops. *Center for Diversity and Inclusion staff will record who visits the Center and the times they visit *Attendance will be taken at each program/workshop sponsored by the office and recorded on program evaluations	2. Implement measured to retain our highly diverse student population 4. Foster a welcoming and inclusive university environment

Program or Services Being Assessed: Campus Climate Survey		
Learning Outcome(s) and/or Program Objective(s)	**Method**	**Goal(s) Supported**
*The Center for Diversity and Inclusion will be able to identify students' perceptions, knowledge, needs, and experiences from a diversity and inclusion lens	EBI Campus Climate Survey distributed to a select sample of the student body	1. Develop a diversity/inclusion and global education strategy for UH students 2. Implement measures to retain our highly diverse student population 4.Foster a welcoming and inclusive university environment

5. Please discuss any budget or organizational changes experienced since your last (FY2015) SFAC request, their impact on your programs, and your reason for implementing them. SFAC recognizes that some programs did not receive the funds that they requested, that some programs were impacted by additional expenses after the conclusion of the budget cycle, and that some programs may be ahead of or behind their self-generated income projections. In addition, if your unit concluded FY2014 with a Fund 3 addition to Fund Equity, please describe the conditions which caused the addition.

The Center for Diversity and Inclusion did not exist during the FY14 SFAC process. Therefore, there are no budget changes to report. The organizational structure for the Center for Diversity and Inclusion follows the recommendations of the Multicultural Student Services Task Force, which was included in the request SFAC reviewed last year to partially fund the Center.

6. Please list your 2015-2016 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Strategic Initiatives and University of Houston Strategic Goals to which they relate. Larger units may wish to group responses by subprogram. Under each strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.

Goal 1- Develop a diversity/inclusion and global education strategy for UH Students (DSAES Strategic Initiative's: 3b, 3e)

Action Steps:

A. Create a customized student leader diversity seminar for executive members of student organizations
B. Establish a student diversity workshop series –Phase two
C. Establish Center for Diversity and Inclusion Diversity Faculty Lecture Series
D. Create a diversity awards luncheon
E. Co-lead the Diversity Institute
F. Host a fall "Speaker Series"

Goal 2- Implement measures to retain our highly diverse student population (DSAES Strategic Initiatives: 1d, 3b, 3e, 4a, 6a

Action Steps:

A. Co-Lead Black Male Leadership program focusing on retaining and graduating African American males
B. Implement a level II student staff experience that connects work/volunteer experience in the Center with student's academic schedule
C. Communicate with new students and their families during the summer to ensure incoming students are aware of the Center and our programs and services
D. Create a multicultural graduation reception
E. Continue to foster relationships with campus and community partners

Goal 3- Develop and implement an inclusion communication plan (DSAES Strategic Initiatives: 5a, 5b, 5c, 6a)

Action Steps:

A. Maintain an on-going list of all student graduates affiliated with the Center for Diversity and Inclusion
B. Launch a centralized calendar for all campus events supporting diversity and inclusion
C. Continue to maintain an ongoing list of departments/services that provide diversity initiatives and services to list on CDI website and post on social media
D. Launch Part 2 of #IAMUH campaign

Goal 4- Foster a welcoming and inclusive university environment   (DSAES Strategic Initiatives: 3d, 1b)

Action Steps:

A. Work with departments in the division of Student Affairs and Enrollment Services to ensure student workers and student leaders participate in diversity seminars hosted by the Center for Diversity and Inclusion
B. Continue to create a positive environment for student support and engagement in Center for Diversity and inclusion
C. Continue to provide diversity lens regarding university policies and practices by serving on committees
D. Work with Director of Assessment and Planning to create an assessment tool for departments in the division to track the inclusiveness of their programs and services
E. CDI staff member work with Division of Student Affairs and Enrollment Services Professional Development committee to give a presentation about being an inclusive office to members in the Division.

7. What are the other possible sources of funding available to your unit and what efforts are being made to access them (e.g., grants, donation, etc.)? If you receive funds from other sources, please briefly describe the source, purpose, and duration on the SFAC spreadsheet.

The Center for Diversity and Inclusion receives $111,070 in ledger 1 funding to support a significant portion of the staff salaries and expenses. The other possible sources for funding for the Center for Diversity and Inclusion is to work with the director of Advancement for Student Affairs to seek additional funding from alumni, corporations, and foundations who may provide financial assistance to support services and programs for the Center for Diversity and Inclusion. Initial discussions have taken place with the director of Advancement. In addition, the Center will identify grant opportunities to support the office's programs and initiatives as available.

8. Please describe any services that are similar to yours and/or any overlap between your unit and any other unit(s) providing services to students and the rationale for the overlap.

The Council of Ethnic Organization (CEO) provides similar types of programs that the Center of Diversity and Inclusion (CDI) will host. CEO programs are from a student's lens which is needed. However, the Center for Diversity and Inclusion programs are not only from a student's perspective but they strive to increase student's cultural competence. The Center for Diversity and Inclusion will work with faculty directly to help provide a larger reach and to be more intentional to link education inside the classroom with education outside the classroom.