

CENTER FOR DIVERSITY & INCLUSION



Student Fees Advisory Committee (SFAC)
ONE TIME FUNDING REQUEST FOR FY19

Center for Diversity and Inclusion

FY2019 One-Time Request #1- Experiential Diversity Education Experience

Justification: Informal education plays a pivotal role in the way we receive and process the world around us. Diversity education outside of the classroom provides students with the opportunity to learn about themselves and others, acquire new information, and acknowledge cultural differences while reflecting on their own experiences. Opportunities to promote diversity provide a platform for students to better understand each other, respect and value difference, all of which create a more inclusive campus and promote student success and satisfaction. The Experiential Diversity Education Experience provides an opportunity for students to leave campus on a week-long guided tour focusing on different cultures, historical events and awareness of self and others. Each year this experience will highlight different group of people or specific historical event. Students will journal throughout the experience and Center for Diversity and Inclusion staff will lead students through guided debrief and processing sessions. Processing sessions will focus ways students can use this experience to promote diversity and inclusion on campus and within the classroom.

Civil Rights Trail Itinerary

Day 1: Birmingham, AL

- The Birmingham Civil Rights Institute.
- Across the street, historic Sixteenth Street Baptist Church, a famous civil rights landmark that was bombed by Klansmen in 1963, killing four little girls.
- Across the street from the church, Kelly Ingram Park features sculptures depicting the reality of the police dogs and fire hoses that were turned on demonstrators who gathered at the park in the 1960s.
- Tour historic 4th Avenue North, location of the Alabama Jazz Hall of Fame.

Day 2: Selma, AL

- Brown Chapel AME Church –First AME church in state (1866); headquarters for blacks during the voting rights movement. Church is also the starting point for Selma-to-Montgomery marchers.
- Edmund Winston Pettus Bridge –National landmark; symbol of momentous changes in Selma, Alabama, America and the world. Bridge is an icon and figured prominently in voting rights struggle when Dr. Martin Luther King Jr. led marchers across bridge on journey toward voting rights.
- Old Depot Museum –This is an interpretive history museum in an 1891 railway depot. See artifacts from pre-history American Indians through the voting rights era; Civil War room, black heritage wing, military room (pre-WWI to Persian Gulf), Victorian firehouse, antique railcars.
- National Voting Rights Museum & Institute –This modest museum showcases items and participants' stories related to the voting rights movement.

Day 3: Montgomery, AL

- Follow the Selma-to-Montgomery Trail over the Edmund Pettus Bridge where law enforcement personnel confronted voting rights marchers.
- Selma-to-Montgomery Trail Interpretive Center – the National Park Service museum is at the midpoint of the Selma-to-Montgomery March and offers photos and memorabilia.
- Rosa Parks Museum – Feel what it was like to be arrested for not moving to the back of the bus.
- Dexter Avenue King Memorial Baptist Church – See where Dr. King started his ministry.
- Dexter Parsonage Museum – Tour the residence in Montgomery formerly occupied by Dr. King and his family. See actual furnishings from the time when Dr. King’s family lived in the home.
- Alabama State Capitol – See the birthplace of the Confederacy and the final stop along the Selma-to-Montgomery March.
- Civil Rights Memorial – The memorial designed by national artist Maya Lin is one block south of the church where Dr. King was pastor.

Day 4: Tuskegee, AL

- Moton Field and Tuskegee Army Air Field, where the Tuskegee Airmen, famed black aviators, learned to fly.
- The Oaks, home of Booker T. Washington.
- George Washington Carver Museum, dedicated to the work of the famed scientist on the historic Tuskegee University campus.
- Tuskegee Human and Civil Rights Multicultural Center. See photos and videos on the infamous Tuskegee Syphilis Study.

Funding Request

Transportation: 15 passenger van x 3 (39 students, 6 staff) - \$154 per day (includes tax and unlimited miles) + gas = **Estimate \$2,500**

Meals: Students are responsible lunch and dinner

Hotel Accommodation: CDI is responsible for hotel accommodation, will select hotels with continental breakfast option to provide one free meal for students. **Estimate \$3,500**

Museum admission: **Estimate \$2,500**

FY-19 One-Time Request	
Trip Cost	\$8, 500
Administrative Fee	\$510
Total	\$9,010.00

FY 2019 One-Time Request #2-Achievement Initiative for Minority Males (A.I.M.M.) Programming

In fall 2014, the Center for Diversity and Inclusion researched minority male initiative programs at other institutions and explored the feasibility of creating a program at the University of Houston. February 2015, the Center established their first cohort of AIMM members. Two years later, we are now on the fourth cohort with 18 active members. Four members within the initiative have graduated and four had to drop out of the program due to financial troubles at school.

The Achievement Initiative for Minority Males is modeled after other programs at major universities that aid in the recruitment and retention of African American and Hispanic males. Our program is one of a kind because we target both African and Hispanic males whereas other institutions have separate programs for each population. The program has academic, leadership, service and mentorship components. A.I.M.M. leaders attend bi-weekly workshops, participate in leadership retreats, travel to conferences and engage with the community. For the past two years, AIMM has hosted a one-day college program for minority males that attend high school in the Third Ward, AIMM High. The high school college program is a recruitment initiative that provides African American and Hispanic 10th grade high school males with a personalized in depth look at UH from a student's perspective. The college program includes workshops from Admissions, Financial Aid, and academic departments. Participants have lunch with A.I.M.M. members and faculty and staff across campus. AIMM High is a pipeline program to aid in assisting the university with increasing the number of applicants of African American and Hispanic males at UH.

The Black and Brown College Bound conference held in February in Tampa, Florida is one of the few conferences that targets both African American and Hispanic college male students. The conference includes national experts, students and educational leaders that discuss programs and strategies that increase the academic achievement of minority males in higher education. Students have the opportunity to present at the conference, network with companies and hear from keynote speakers such as Colin Powell, former United States Secretary of State.

The A.I.M.M. program has doubled in size since its creation in 2015 and the pipeline program for minority males in high school continues to be a staple for the program and our university. The Center has received one-time funding for the past two years from SFAC for the initiative. While the Center for Diversity and Inclusion has provided limited funding for AIMM, CDI does not have the needed funding to support the programming associated with the initiative or the opportunity to expose members in AIMM to conferences such as Black and Bound College Bound.

DSAES Strategic Initiative:

Strategic Initiative #1: Create new opportunities for student success through learning, engagement and discovery

Action Step 1.3: Develop a multi-year co-curricular leadership experience for students utilizing the concepts of leadership theory and self-discovery in partnership with Academic Affairs

Strategic Initiative #3: Foster the creation of a global learning community that actualizes and embraces inclusion while preparing students to become active citizens

Action Step 3.2: Establish co-curricular, globally focused initiatives that provide students with opportunities for engagement on campus, in our surrounding environments and beyond

Funding Request	
Leadership Retreat	\$1,500.00
High School Recruitment Program	\$4,000.00
Black and Brown College Bound Conference	\$7,000
Admin Fee	\$750.00
Total	\$13,250

FY2019 One-Time Request #3-Campus MLK Celebration

The Center for Diversity and Inclusion has been tasked with revamping the campus MLK Celebration. This celebration has taken many forms in the past and was housed under the Office of Governmental and Community Relations. The Center for Diversity and Inclusion plans the campus-wide celebration with a committee composed of students, faculty, and staff to create an inclusive campus-wide celebration.

The Center for Diversity and Inclusion is not in a financial position to fund a campus-wide celebration that embodies the spirit of Dr. Martin Luther King, Jr in its totality. Funding for this program will help support this signature campus event that will include a nationally known speaker or artist.

DSAES Strategic Initiative:

Strategic Initiative #1: Create new opportunities for student success through learning, engagement and discovery

Action Step 1.4: Create a greater variety of student involvement initiatives that focus on the development of a vibrant campus life, including expanded evening and weekend programs

Strategic Initiative #3: Foster the creation of a global learning community that actualizes and embraces inclusion while preparing students to become active citizens

Action Step 3.3: Explore and enhance multicultural-based collaborative programs with departments outside of the Division and in partnership with agencies and surround environments.

FY 19 One-Time	
Funding Request	Amount
Marketing	\$5,000
Speaker/Artist	\$20,000
Admin Fee	\$1,500
Total	\$26,500.00