

# CENTER FOR DIVERSITY & INCLUSION



Student Fees Advisory Committee (SFAC)  
**ONE TIME FUNDING REQUEST FOR FY18**

**Center for Diversity and Inclusion**  
**FY2018 One-Time Request #1- Assistant Director**

The Center for Diversity and Inclusion provides the University of Houston (UH) students learning and development opportunities in the areas of social justice and cultural competency. The Center supports the diversity on campus by embracing the identities, experiences and diverse talents of our student population and transforms them into cultural competency – a skill largely learned outside of the classroom setting but is a necessity in today’s global workforce. The Center provides customized diversity trainings and a variety diversity workshop series. The Center has dramatically increased the number of programs, workshops, and number of attendees at these events and continues to be called upon to assist the campus with various elements of diversity. This year the Center increased the number of workshops offered by 172% (66-FY16 to 114-FY17) and the total number of attendees by 135% (6,190-FY16 to 8,393-FY17). While this is very positive for the Center which was established fall 2014, it has become a challenge as there are only three full-time staff members in CDI to provide diversity and inclusion workshops, programs, and initiatives for the entire campus. In order to meet the demand while being excellent in our roles and expand our work, it is imperative that the Center hire an assistant director as we continue to grow as a department.

While diversity workshops and trainings are an essential part of the Center’s mission there are additional services the department offers. These services include providing student development through the CDI Ambassador program and the Achievement Initiative for Minority Males program, hosting events that celebrate various cultures, collaborating with other departments and student organizations, and providing outreach in the community.

Assistant Director – Center for Diversity and Inclusion could have the following duties:

- Develop and facilitate diversity and inclusion trainings, workshops, and professional development opportunities
- Assist the Director with community projects and collaborate with students, faculty, and staff members to increase diversity and inclusiveness representation on campus
- Oversee and manage the Achievement Initiative for Minority Males program
- Develop and implement a strategy to infuse diversity, equity, and inclusion within Residential Life and help create a Social Justice Living Learning Community
- Create, organize, and assess an off-campus Diversity Leadership Summit in partnership with Texas State University
- Oversee the department’s assessments, data analysis and reporting
- Supervise and provide professional development for one full-time staff member, Diversity Education Coordinator, and graduate intern(s)
- Work with the Director to deliver online seminars and/or workshops to the campus community to foster inclusiveness, equity, and social justice and increase awareness of diversity issues
- Create, organize, and implement various identity development based initiatives
- Create, implement, and assesses high level programming for underrepresented populations that the Center currently does not serve
- Strive to keep general knowledge and awareness of pedagogical strategies for engaging diversity issues through critical self-education and professional development
- Serves on a variety of committees and projects within the greater campus community
- Perform other duties as assigned

**DSAES 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

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

|                        |                    |
|------------------------|--------------------|
| Funding Request        |                    |
| FY 18 One-Time Request | Amount             |
| Salary                 | \$13,252           |
| Benefits               | \$4,637            |
| Admin Fee              | \$1,073.25         |
| <b>Total</b>           | <b>\$18,961.00</b> |

## **FY 2018 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 where as 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 10<sup>th</sup> 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

| <b>FY 18 One-Time</b>                  |                    |
|--|--------------------|
| <b>Funding Request</b>                 | <b>Amount</b>      |
| Leadership Retreat                     | \$1,500            |
| High School Recruitment Program\$4,000 | \$20,000           |
| Black and Brown Conference             | \$7,000            |
| Admin Fee                              | \$750              |
| <b>Total</b>                           | <b>\$13,250.00</b> |