

One-Time Request

FY 24

CENTER FOR DIVERSITY AND INCLUSION

Black Women Thrive Initiative

FY 2024 One-Time Request A- Black Women Thrive Initiative (tentative name)

Since the late 1970s, the historical trend of Black women attaining higher education has shown them entering college in considerable numbers. At the University of Houston enrollment of Black undergraduate women has increased by 11% since 2017. Black women vastly outnumber Black men in higher education institution, at UH Black undergraduate women outnumber Black undergraduate men by 12%. Due to the significant gender gap in higher education enrollment and retention, important and much needed research has been produced to highlight the status of Black males in college. Research exploring the experiences, barriers, needs and strategies for recruitment and retention. And while this research is critical it has unfortunately it has often come at the expense of ignoring the challenges of Black women who tend to suffer in silence as the navigate university life at the intersection of race and gender.

The Black Women Thrive Initiative seeks to ensure an environment that promotes, maintain, and advance the well-being of Black undergraduate women at UH. To promote equity and community building by cultivating intentional spaces for Black undergraduate women to gather, developing workshops and programming around pertinent topics, and holding space for each other. The pillars of the Black Women Thrive Initiative are inclusive leadership development, identity exploration, community building, mental health awareness, and career readiness and mentorship.

This program would be consistent with what our peer Big 12 and Texas Universities have for their students. University of Texas, Texas A&M, Texas State, University of Oklahoma, University of Missouri all have initiatives created for black women that include a retreat/conference, mentorship, and weekly or monthly programs and conversation components.

Due increased programming cost for other CDI efforts, the Center for Diversity and Inclusion does not have the needed funding to support the programming associated with the initiative.

DSAES Strategic Initiative:

DSAES Strategic Initiative:

Student Success: Champion exceptional opportunities and services to support all UH students.

- SS1: Engage all students to intentionally develop leadership qualities, critical thinking and communication skills, diversity competencies, and personal growth.
- SS2: Expand diverse experiences on exploration and education while identifying and meeting the needs of our student population through supportive, inclusive environments.
- SS3: Foster the **holistic well-being** of all students through coordinated, intentional services and processes.
- SS5: Enrich the **sense of connection, belonging, and shared UH identity** among all students.

Funding Request

Leadership Retreat	\$1,500
Marketing and Program Development	\$4,500
Program Materials for participants	\$2,500
<u>Admin Fee</u>	<u>\$510</u>
Total	\$9,010