

My feedback below:

- Does the institution have a diversity and equity committee, office, and/or officer tasked to advise on and implement policies, programs, and trainings related to diversity, equity, inclusion and human rights on campus?
 - FY17: TRUE
 - TRUE
 - Division of Diversity, Equity & Inclusion (DDEI)
 - Vice President of the Division of Diversity, Equity & Inclusion and Chief Diversity Officer
 - Senior Director of the Division of Diversity, Equity & Inclusion
 - Director of the Office of the Vice President – DDEI
 - RAISE TTU Committee
 - Gender & Equity Council
 - TLDP
 - President’s Diversity & Equity Advisory Council
- Does the committee, office and/or officer focus on students, employees, or both?
 - FY17: Both students and employees
 - Both
- A brief description of the diversity and equity committee, office and/or officer, including purview and activities
 - FY17: This committee works to examine the many aspects of making the university a diverse institution. Diversity includes all areas, such as race, gender, religion studies and student organizations. It serves to aid SGA notifying the Texas Tech administration about successful and unsuccessful diversity initiatives. The committee usually meets twice a month or deemed necessary by the chair.
 - See below:
 - Division:
 - VP/CDO: The VP and CDO leads the university in strategic planning and implementation across the institution in areas of diversity, equity and inclusion. The VP/CDO is a member of the senior leadership team at TTU and creates policies, procedures, programs and informs on best practices for creating an inclusive campus environment. Job responsibilities include students, staff, faculty, and relationships outside of the university.
 - Senior Director: Senior Director leads the Division’s student portfolio in creating, advising, and implementing policies, procedures, trainings, and programs that are related to student success, retention, and graduation. The Senior Director serves as the secondary point of contact for the Division and the institution in the absence of the VP/CDO.
 - Director: The Director leads the Division’s faculty, staff, and data methods for the Division, including development and implementation of policies, procedures, trainings, and programs that are related to faculty and staff. The Director role serves as a member of the Office of the Vice President’s leadership team and supports staff training related to diversity, equity, and inclusion across the institution.
 - President’s Diversity & Equity Advisory Council – advises the President on matters related to diversity and equity at TTU and makes recommendations to

- ensure an equitable and inclusive environment for all members of the university community
 - RAISE TTU Committee – ensures that the TTU community fully understands the research, funding, and other opportunities that status as a Hispanic Serving Institution (HSI) brings.
 - Gender & Equity Council – advises the President on matters related to gender equity at TTU and makes recommendations to the President to ensure an equitable and inclusive environment for all members of the university community.
 - Teaching, Learning and Professional Development Center (TLPDC) – supports the University’s commitment to excellence in teaching and learning, including multicultural programming
- Estimated proportion of students that has participated in cultural competence trainings and activities (All, Most, Some, or None)
 - FY17: Most
 - Most: Multicultural Core Course requirement, Raider Ready for incoming students
- Estimated proportion of staff (including administrators) that has participated in cultural competence trainings and activities (All, Most, Some, or None)
 - FY17: Some
 - Some: Staff – LEAD, Allies Training, Green Zone, Hispanic Faculty & Staff Association, Black Faculty & Staff Association, Asian Faculty & Staff Association, LGBTQ Faculty & Staff Association
- Estimated proportion of faculty that has participated in cultural competence trainings and activities (All, Most, Some, or None)
 - FY17: Some
 - Some: Faculty – TLDPC, Faculty Search Committee Chair Trainings, Allies Training, Green Zone
- A brief description of the institution’s cultural competence trainings and activities for each of the groups identified above
 - FY17: The Office serves the Texas Tech community through facilitation and leadership of programming and advocacy efforts. These initiatives are aimed at strengthening the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) community, as well as serving as a resource for the ally community. Together, this work sustains an inclusive campus that affirms people of all sexual orientations, gender identities, and gender expressions. This work is done in close collaboration with partners in Student Affairs, the Division of Diversity, Equity, and Inclusion, as well as across the institution, Lubbock, and the region.
 - TLDPC – offers faculty and staff trainings throughout the year, including cultural competency trainings
 - Green Zone – offered by the DDEI’s Military & Veterans’ Programs (MVP) to inform faculty and staff about student veterans and their needs
 - Allies Training – offered by the LGBTQIA Office to promote acceptance and awareness of sexual and identity differences at Tech
 - Faculty Search Committee Chair Training – identifies resources and strategies for recruiting diverse pools of qualified candidates for open faculty positions
 - LEAD Program

- Multicultural Core Course requirement – every TTU student must take at least one 3-hour multicultural course that focuses explicitly on the distinctive subcultures of the U.S. or on the culture of another society.
- Raider Ready – course for incoming TTU students includes a unit on multiculturalism
- Race, Racism and Public Spaces Series – sponsored by the College of Education and the DDEI to spark discussion and consideration of topics on race and race relations
- Faculty Resources Student Disability Services – provides resources for faculty to work with disabled students and comply with the requirements of federal law
- The website URL where information about the programs or initiatives is available
 - FY17: <http://www.depts.ttu.edu/centerforcampuslife/lgbtqia/>
 - <https://www.depts.ttu.edu/diversity/>
 - <http://www.depts.ttu.edu/centerforcampuslife/lgbtqia/>
 - <http://www.tlpd.ttu.edu>
 - <http://www.depts.ttu.edu/diversity/hsi/index.php>
 - <http://www.depts.ttu.edu/genderequity/>
 - Disability Services Faculty Resources: <https://www.depts.ttu.edu/sds/facultyresources/index.php>
- Additional documentation to support the submission
 - FY17: <http://stars.aashe.org/media/secure/431/7/681/6122/AASHE%20STARS%20PA4%20Diversity%20and%20Equity%20Coordination.pdf>
 - SGA - <http://www.depts.ttu.edu/sga>
 - Burkhardt Center for Autism Education and Research – <http://www.depts.ttu.edu/burkhardtcenter>
 - Center for Global Communication – <http://www.depts.ttu.edu/globalcommunications/>
 - The National Registry of Diverse & Strategic Faculty – <http://www.theregistry.ttu.edu>