

### TEXAS TECH UNIVERSITY Division of Diversity, Equity & Inclusion

LIKE SO MANY TEXAS TECH RED RAIDERS, [Name] and [Name] are leading the way for a more diverse, equitable, and inclusive world!

**RECENT TEXAS TECH UNIVERSITY'S  
DIVISION OF DIVERSITY, EQUITY & INCLUSION'S SELECTED FIRSTS:**

- 1st LGBTQIA Interest in the Big 12 ("Big Five Con") Summit
- 1st Texas Coach, Alex Chakrabarti, Inducted into the Hall of Fame (Diversity Medal Health Coexistence Program)
- Co-sponsored 1st textbook Chapter of Coexistence Diversity Program
- 1st Military and Veterans Program 1st Co-sponsorship "Come Join Us, We're Hiring" TTI Admitted 1000 Trans students in Fall 2017

President Chakrabarti and members of the Diversity Study at UT

President Chakrabarti and members of the Diversity Study with TTI leaders

### Purple Heart Wall Dedication Ceremony

Nov. 5th | 10:30 am  
Drane Hall, Northeast Foyer

**HONOREES:**

Adrian Aranda	Amari Nugent
Christopher Beck	Ryan Pike
Virginia Caballero	Justin Price
Andrew De Boer	Justin Young
Jeremy Melton	Michael Weaver

"¡Desde aquí, es posible!"

Texas Tech University Military & Veterans Programs

### TEXAS TECH UNIVERSITY Division of Diversity, Equity & Inclusion

2017 Highest Education Excellence to Diversity (HESI) Award Recipient

2017 "Diversity Champion" Designation for 2017

Best Colleges for Latinos, 2017

Ranked #39, Top 100 Bachelor's Degree Awarded as Hispanic

For more information on the Division of Diversity, Equity & Inclusion visit [www.dgeq.ttu.edu](http://www.dgeq.ttu.edu), @ttudeq

2017 DIVERSITY CHAMPION

INSIGHT Into Diversity 2017

### CELEBRATING AMERICA'S MILITARY VETERAN TAILGAT

NOV 10 / 2017

HONOR. COMMUNITY SUPPORT. FAMILY.

CELEBRATING AMERICA'S ACTIVE DUTY VETERANS & THEIR FAMILIES

TEXAS TECH UNIVERSITY  
Military & Veterans Programs

YELLOWHOUSE

### From here, it's possible!

Insight Into Diversity 2017

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

### 2018 - 2019 ANNUAL REPORT

TEXAS TECH UNIVERSITY

2019 Summer Camps

Generation Tech

July 7-11 | Grades 8th - 12th | \$700

Shake Hands with Your Future

July 21-25

Residential Day Camp

July 8-12 | Grades 5th - 7th

Recognized as Top Colleges 2017 by Military Advanced Education & Transition

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### 2019 Summer Camps

COLLEGE CONNECT

Generation Tech

July 7-11 | Grades 8th - 12th | \$700

Shake Hands with Your Future

July 21-25

Residential Day Camp

July 8-12 | Grades 5th - 7th

INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION

### TEXAS TECH UNIVERSITY Celebrates Big 12 Partnerships and Connections

Recent Big 12 Accolades:

- Texas Tech University named the Best Big 12 LGBTQIA Ally in America
- Texas Tech University Officially voted a member of the Big 12 Black Student Governance
- Ranked #12 Film & Men's Basketball Division

INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION

### From Here, It's Possible.

TEXAS TECH UNIVERSITY  
Health Sciences Center

INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

### From Here, It's Possible.

College of Media & Communication

INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

### Recognize Your Potential in Our Student-Centered Environment.

Texas Tech University School of Law is committed to bringing together individuals with diverse backgrounds, experiences, and perspectives. We believe this diversity advances excellence, innovation, and inclusion in the classroom and the legal profession. We are also committed to supporting our students and creating a collaborative learning environment and a sense of community. Texas Tech law students also enjoy a wide range of opportunities to serve underserved communities and citizens while gaining practical experience in our law clinics, job-based programs, and student organizations. Join the Texas Tech Law Society to receive a great education and make a difference.

INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION

### From Here, It's Possible!

INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

2017 DIVERSITY CHAMPION

### FREE ADMISSION FAMILY AND CHILDREN WELCOME

# EL GRITO

Friday, September 15th

STUDENT UNION BUILDING NORTH PLAZA

6PM (FREE FOOD SERVED AT 7:30 PM)

MARIACHI PERFORMANCES

### TEXAS TECH UNIVERSITY Division of Diversity, Equity & Inclusion

TEXAS TECH UNIVERSITY'S DIVISION OF DIVERSITY, EQUITY & INCLUSION IS CURRENTLY SEARCHING FOR A FACULTY MEMBER TO JOIN OUR DIVERSE AND INCLUSIVE COMMUNITY. WE ARE CURRENTLY SEARCHING FOR AN INDIVIDUAL WHO IS COMMITTED TO BRINGING TOGETHER INDIVIDUALS WITH DIVERSE BACKGROUNDS, EXPERIENCES, AND PERSPECTIVES. WE BELIEVE THIS DIVERSITY ADVANCES EXCELLENCE, INNOVATION, AND INCLUSION IN THE CLASSROOM AND THE LEGAL PROFESSION. WE ARE ALSO COMMITTED TO SUPPORTING OUR STUDENTS AND CREATING A COLLABORATIVE LEARNING ENVIRONMENT AND A SENSE OF COMMUNITY. TEXAS TECH LAW STUDENTS ALSO ENJOY A WIDE RANGE OF OPPORTUNITIES TO SERVE UNDERSERVED COMMUNITIES AND CITIZENS WHILE GAINING PRACTICAL EXPERIENCE IN OUR LAW CLINICS, JOB-BASED PROGRAMS, AND STUDENT ORGANIZATIONS. JOIN THE TEXAS TECH LAW SOCIETY TO RECEIVE A GREAT EDUCATION AND MAKE A DIFFERENCE.

INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION

### EMBRACE HIS LEGACY. CREATE YOUR OWN.

FORSTER • AFFIRM • CELEBRATE • ENGAGE • STRENGTHEN

INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION

### FORSTER • AFFIRM • CELEBRATE • ENGAGE • STRENGTHEN

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INSIGHT Into Diversity 2017

2017 DIVERSITY CHAMPION



## Message from the Chief Diversity Officer and Vice President

Gratitude. Collective responsibility. Service through education and engagement. Celebration and exploration. Humility and deep pride. Community established through traditions - both old and new. Identity, Diversity, Equity, Inclusion. These words are the backbone of the work we witnessed through the efforts of the Division of Diversity, Equity & Inclusion (the Division) along with the reestablished Office of Institutional Diversity (Institutional Diversity) as well as our students, faculty, staff, alumni, community partners, and contributing groups and organizations. It was an incredible year.



We experienced record university enrollment with one of the most diverse student bodies in the history of the university. It was the year Texas Tech University received full designation as a Hispanic Serving Institution. The win is knowing that HSI designation represents the work of a dedicated community to increase opportunities for low-income and under-represented populations while laying the foundation for the growth in our Hispanic student population. The RAISE TTU committee continues to work across the university to build awareness of what HSI designation represents and the additional opportunities it provides. We also began working to reestablish the President's Diversity and Equity Advisory Council and implemented a new fellow's program for staff known as the LEAD Fellows Program.

For the first time, Institutional Diversity and the Division partnered with TTU Athletics for several pre- and post-home football game events. The events included hosting the annual El Grito celebration at the location of the official tailgate venue, giving away eye-patches for the Blackout football game, and supporting various programs and events during several of the heritage celebration months. These were opportunities to celebrate and explore traditions, diversity, equity, and inclusion in both longstanding and new ways.

Additionally, Institutional Diversity and the Office of the Provost launched a new Faculty Search Committee training. Simultaneously, the Division began laying the groundwork for the newly formed Student Intersectional Leadership Council (SILC). We also stretched beyond the bounds of the university by establishing TTU as an inaugural member of the NASPA First Forward Initiative. TTU joined the Excelencia in Action Network, and President Schovanec joined the select group Presidents for Latino Student Success. We were again (since 2013) recognized as a Best for Vets College, and, for the seventh year in a row, Texas Tech University received the Higher Education Excellence in Diversity (HEED) Award and was named a Diversity Champion by INSIGHT into Diversity Magazine.

I probably should have begun my message with the words "driven" and "focused." Every report from this office should more than likely begin or end with these words because we understand our "Why" and for whom we do this work. We are educators who serve, celebrate, engage, and support. We are catalysts and change agents, accountability partners, a university resource, colleagues, and cheerleaders. Our work is rooted and grounded in the fundamental recognition that people who are affirmed, supported, and engaged feel a better sense of belonging and that they matter. It does not matter where they come from or what they look like or how much money they have or do not have. It's how you make a person feel that matters. They may be different from us, but they are crucial to helping us learn about and understand others. It is through the acknowledgment of our differences that we become better global citizens. It is through our shared experiences, traditions, and ways of being that we strengthen as a community. And we, though the Office of Institutional Diversity and the Division of Diversity, Equity & Inclusion, are committed to it all. Onward to the work that is ahead!

*Dr. Carol A. Sumner*

Carol A. Sumner, EdD  
Chief Diversity Officer  
Vice President,  
Division of Diversity, Equity & Inclusion

## Division of Diversity, Equity & Inclusion

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TEXAS TECH UNIVERSITY  
Division of Diversity,  
Equity & Inclusion

**FOSTER**  
**AFFIRM**  
**CELEBRATE**  
**ENGAGE**  
**STRENGTHEN**





As a Division, we foster, affirm, celebrate, engage, and strengthen inclusive communities through diversity, equity, and inclusion as a foundation of who we serve. We implement transformative opportunities that lead to success in an interconnected world through engaging and educating a diverse student body and enabling research and creative activities while reaching out and engaging communities.

We foster growth by collaborating and celebrating who we are as a Texas Tech community. We educate and inspire the future generation of scholars who are global citizens leading in an interconnected world. Our value and commitment is to create inclusive communities of engaged faculty, staff, students, and citizens in whom are embedded the values of Diversity, Equity, and Inclusion.



**TITLE III & TITLE V**  
Designation as an Eligible Institution - 2019



**BEST FOR VETS**  
2019 College List by Military Times



**U.S. CHESS HALL OF FAME**  
2018 TTU Chess Director and Head Coach Inducted into the U.S. Chess Hall of Fame for his contributions to the game as both a player and coach



**TOP 10**  
Military Friendly School designation from Victory Media & G.I. Jobs - 2018-2019



**1ST PLACE**  
TTU Chess placed 1st in the 2018 SW Collegiate Championship



**DIVERSITY CHAMPION**  
2018 INSIGHT into Diversity  
2019 INSIGHT into Diversity



**4.5 OUT OF 5 STARS**  
2018 Campus Pride Index



**HEED AWARD**  
2018 Higher Education Excellence in Diversity  
2019 Higher Education Excellence in Diversity



**3RD PLACE**  
TTU Chess placed 3rd in the 2018 President's Cup (Chess Final Four)



**NASPA FIRST FORWARD PROGRAM**  
2019 selection - Inaugural year



## OUR MISSION

The Office of Institutional Diversity (OID) and the Division of Diversity, Equity & Inclusion work across Texas Tech University to foster, affirm, celebrate, engage, and strengthen inclusive communities through diversity, equity, and inclusion. Using this framework as our foundation, we facilitate and support transformative opportunities that support the University's Strategic Plan: to educate and empower a diverse student body and to enable innovative research and creative activities while transforming lives and communities through strategic outreach and engaged scholarship.

As we in the OID and DDEI work across the university, we are inspired by the opportunities to explore our differences as we celebrate our shared commitment to diversity, equity, and inclusion. The process of creating a culture that allows every individual to feel as though they matter and they belong is not accidental but is intentionally created by those who are members of the community and is exhibited in how they welcome and retain new members. We establish our culture through shared practices and traditions, through our artwork and our food, through our words and our actions, through our practices/policies/procedures, through the photos we publish and the stories we tell, and through the ways in which we affirm and validate the experiences of others. Knowing this, we are humbled by our role in reflecting to the world that Texas Tech University is a place we are proud to call our own, and we encourage others to do the same.

## OUR VISION

At Texas Tech, we Foster, Affirm, Celebrate, Engage, and Strengthen inclusive communities.

## THE NATIONAL REGISTRY OF DIVERSE & STRATEGIC FACULTY

The REGISTRY is Texas Tech's own national faculty jobs board and candidate database of higher education candidates where member institutions can advertise open faculty positions and recruit diverse faculty candidates. At Texas Tech, faculty search committee chairs are trained in how to use The REGISTRY's website for posting jobs and finding candidates.

## PRESIDENT'S DIVERSITY & EQUITY ADVISORY COUNCIL

During the 2018-2019 academic year, the revitalization of this Council, which falls under the President's Office and whose charge it is to advise President Schovaneck on matters related to diversity and equity issues, was reactivated. The Council, comprised of students, faculty, and staff, is tasked with making recommendations for changes to ensure an equitable and inclusive environment for all members of the TTU community.

## INCLUSIVE EXCELLENCE ORGANIZATION SUPPORT

The Office of Institutional Diversity provides faculty, staff, and student organizations with resources and funding to support a campus climate that celebrates the many cultures and populations that make up Texas Tech. The program has assisted in the development of organizations such as the Arab-American Faculty Forum, the Black Faculty and Staff Association, the Chinese Faculty and Staff Association, the LGBTQIA Faculty/Staff Association, and the Latino/Hispanic Faculty Staff Association.

## OFFICE OF INSTITUTIONAL DIVERSITY SCHOLARSHIPS

The Office of Institutional Diversity supervises the awarding of three diversity scholarships: the Multicultural Faculty and Staff Association Endowed Scholarship, the Bidal Agüero Endowed Scholarship, and the Diversity Success Scholarship, which are awarded each academic fall semester.

## FACULTY EXCELLENCE FUNDS

Along with funding from the Office of the President, the Office of the Provost, and the Office of Institutional Diversity, funding is available to recruit and hire faculty who contribute to the diversity of the University. Funding contributes to new faculty hires, research, and professional development opportunities.



### PRESIDENT'S EXCELLENCE IN DIVERSITY & EQUITY AWARDS

Every spring, the Office of Institutional Diversity (OID) hosts a luncheon to honor recipients of the President's Excellence in Diversity & Equity Awards. Nominated by Texas Tech students, staff, and faculty, six individuals are recognized for their contributions in advancing diversity, equity, and inclusive excellence at Texas Tech. Award recipients are recognized for going above and beyond their roles in promoting a welcoming campus climate, fostering a campus community of mutual respect, academic and intellectual inquiry and freedom, and providing outstanding service to equity and diversity enhancement at Texas Tech. Since the inception of the event in 2004, over 60 members of the Texas Tech community have been recognized.

This event is the only annual recognition by the President of TTU faculty, staff and students involved in promoting diversity, equity, and inclusion on the Texas Tech campus.



### CELEBRATE DIVERSITY SCHOLARSHIP BANQUET

The Celebrate Diversity Banquet is the OID's signature fundraising event of the year. Held annually in the fall semester, the Banquet typically features a nationally known speaker on diversity, equity, and inclusion. In 2018, the Banquet featured GOP strategist and political commentator Ana Navarro. Ms. Navarro is regularly featured on CNN, ABC News, and Telemundo, and she spoke on her experience as an immigrant from Nicaragua and the growing importance of the Hispanic population in the United States.

The Banquet includes the recognition of the recipients of the Robert L. Duncan Community Service Award, which honors a member of the Lubbock community for their outstanding efforts in promoting diversity and community, and the Inclusive Excellence Awards, which are given to Texas Tech faculty and staff members in recognition of their work promoting diversity and equity on the Tech campus. All funds raised by the Banquet are used for student scholarships.



### FACULTY SEARCH COMMITTEE TRAINING

With a half-day Faculty Search Committee Chair Workshop this spring, the OID launched an effort to transition TTU's faculty search committee training process from a one-hour Search Committee Chair briefing that focuses on compliance with federal guidelines and TTU policy to a half-day of training for all members of a faculty search committee that emphasizes the broader issues of inherent bias, internal impediments to a successful search process, and ensuring a fair and thorough review of applicants. In addition to a March 2019 Workshop, the OID hosted two Workshops in Summer 2019 and two Workshops in Fall 2019.

The Workshop represents OID's recognition that, if real progress is to be made in creating a truly diverse and inclusive faculty that is reflective of the demographics of the student body, then the entire faculty search committee should be given the tools and resources necessary to recruit and hire diverse and qualified candidates for open faculty positions.



### L.E.A.D. FELLOWS PROGRAM

Leaders Engaged in Advancing Diversity (L.E.A.D.) is a program within OID intended to provide opportunities to empower and educate TTU staff in each of the University's eleven Colleges, the University Libraries, and the School of Law on diversity-related issues so that L.E.A.D. Fellows can spark change by fostering cultural awareness within their own areas of the university.

The L.E.A.D. Fellows program is focused on the staff in each College, but it affects all faculty, staff, and students in each College insofar as creation, development, support for, and implementation of new and innovative programs promoting diversity, equity, and inclusion are made available in each College.





TEXAS TECH UNIVERSITY  
Division of Diversity, Equity & Inclusion  
**Chess Program**

The mission of the Texas Tech University Chess Program as a part of the Division of Diversity, Equity & Inclusion is to promote chess as a vehicle for enriching education. The chess program seeks to recruit outstanding and diverse students to the University, promote the University through collegiate competitions and exhibitions, and provide outreach to the community.

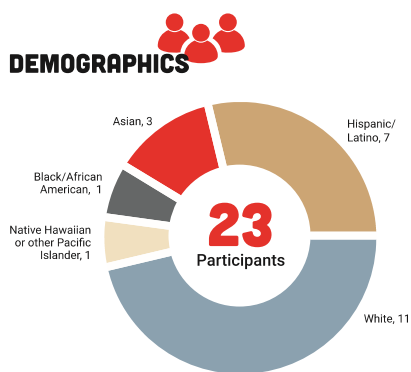


**2<sup>ND</sup>**  
Southwest Collegiate  
Dallas

**6** **CHECK WITH TECH TOURNAMENTS**  
Local scholastic chess tournaments, throughout the year  
Average attendance of 150 players

**2<sup>ND</sup>**  
US Rapid Collegiate Championships  
St. Louis

**3<sup>RD</sup>**  
US Blitz Collegiate Championships  
St. Louis



**\$1,000 GRANT**

The grant will be used as scholarships for students for July Summer Chess Camp.

**PARTNERSHIPS**

**External Partnerships:**  
Lubbock Independent School District  
East Lubbock Promise Neighborhood

**Internal Partnerships:**

- College Connect (Back to School Fiesta, camps)
- Texas Tech Museum (exhibit, Museum by Night)

**HONORS**

Iryna Andrenko  
(1st in both Women's U.S. Collegiate Rapid and Women's U.S. Collegiate Blitz Championships)

**STORIES ABOUT US**

"Texas Tech chess team aims for another successful year", The Daily Toreador, dailytoreador.com, October 4, 2018

"Carla Heredia: Changing the World, One Chess Board at a Time", Texas Tech Today, today.ttu.edu, October 31, 2018

"Students Play Chess At Texas Tech", The Daily Toreador, dailytoreador.com, April 11, 2019

"Texas Tech chess team earns national accolades", The Daily Toreador, dailytoreador.com, May 8, 2019

**RETENTION**

- 100%



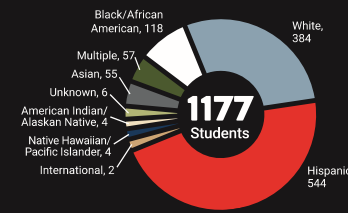
### First Generation Transition & Mentoring Programs

First Generation Transition and Mentoring Programs (FGTMP) provide first-generation college (FGC) students in their first and second years with a community of support that fosters persistence and retention. FGTMP provide personal, academic, and social development through academic workshops, scholarships, service learning, peer mentorship, leadership development, and one-on-one guidance sessions with professional staff.

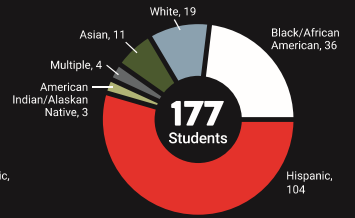


## DEMOGRAPHICS

### First Year Success



### Second Year Success



## RETENTION

- 2017-2018: 81%

## \$8,000 AWARDED IN SCHOLARSHIPS

to FGC Education majors, a partnership with the College of Education made possible by the CH Foundation Grant

## 220 FIRST GEN SUMMIT ATTENDEES

(high school students, high school educators and professionals, college students, higher education professionals), with 13 breakout sessions

## GRANTS

- Coca-Cola Grant for the Coca-Cola First Generation College Scholarship Program - \$100,000 - \$5,000 per year for four years to five students
- NASPA-First Forward institution designee travel and program grant - \$300

## HONORS

- NASPA First Forward Inaugural Institution
- Nominated for the 2019 Examples of Excellence in Education Award

## PARTNERSHIPS

- NASPA-Student Affairs Professionals
- Division of Diversity, Equity & Inclusion Units:
  - Mentor Tech
  - TRIO Student Support Services
  - McNair Scholars Program
  - Office of LGBTQIA Education and Engagement
  - Office of Academic Enrichment/AVID
  - University Interscholastic League
- Office of Admissions
- College of Education
- School of Law
- Student Counseling Center
- Office of Financial Aid & Scholarships
- Career Center
- TTU Athletics
- TTU Housing
- Breakthrough Central Texas
- Arizona State University, Marisel Herrera, FYS Director of Training & Development
- TTU University Advising, Dr. Catherine Nutter, Senior Director
- TTU Multicultural Greek Council
- Lubbock Impact
- South Plains Food Bank - Grub Farm
- Ronald McDonald House

## STORIES ABOUT US

- "First gen students find support at Tech", The Daily Toreador, dailytoreador.com, Sept. 9, 2018
- "Ashlyn Kildow Has Taken a Unique Path To College Success", Texas Tech Today, today.ttu.edu, November 20, 2018
- "Texas Tech to Host Second Annual 'I'm First-Gen' Summit", Texas Tech Today, today.ttu.edu, March 4, 2019
- "Texas Tech to host 2nd annual 'I'm a First-Gen' Summit", The Daily Toreador, dailytoreador.com, March 5, 2019
- "Two Emerging Hispanic-Serving Institutions Aim to Serve Growing Latinx Communities", INSIGHT Into Diversity, insightintodiversity.com, April 16, 2019
- "Texas Tech University receives First Forward designation", KLBK, everythinglubbock.com, May 1, 2019

www.depts.ttu.edu/diversity/FGTMP  
806.742.7060





TEXAS TECH UNIVERSITY  
Division of Diversity, Equity & Inclusion  
College Connect

College Connect's goal is to provide the K-12 community with access points into higher education through programming and scholarship. Programming includes coordinating on- and off-campus visits for schools and non-affiliated Texas Tech University organizations (Campus Tours/Bring TTU to You), participating in Lubbock community events, hosting the Texas Alliance for Minorities in Engineering (TAME) Area event, following up with summer participants and their interest in TTU, planning Back to School Fiesta, and organizing residential summer camps.

[www.depts.ttu.edu/diversity/ideal](http://www.depts.ttu.edu/diversity/ideal)  
806.742.2420

## GOALS

- Increase enrollment and attendance for summer programs. Strengthen quality of outreach campus programs
- Expand scholarship funding through grants/gifts
- Create camp alumni network and support system

## PARTNERSHIPS

- Talkington Leadership Academy specialty camp for young women leaders
- San Antonio ISD – RaiderLife camp
- Galena Park ISD – RaiderLife camp
- IDEA Public Schools – Partnership for summer programs
- Internal – Mentor Tech and First Gen – employment and outreach/volunteer opportunities for students
- Back to School Fiesta – community outreach event

## GRANTS

- JF Maddox Foundation  
2018 - \$70,950  
2019 - \$72,000
- Halliburton  
2018 - \$20,000  
2019 - \$20,000
- CH Foundation  
2018 - \$20,000  
2019 - \$20,000



# 3,323

Students participated /attended College Connect programs in 2018/2019



## GOALS

- Growth in participation in the region for academic events
- Increase profit from academic events and acquire more grant funding
- Continue to provide exceptional athletic facilities and event management
- Increase awareness of what UIL is and how UIL benefits students and teachers/coaches in the region

## FUNDS/GRANTS

- 2018**
- One Act Play Director's Workshop: \$3,575
  - Regional One Act Play: \$6,500
  - Summer Camps: \$8,500
- 2019**
- One Act Play Director's Workshop: \$3,575
  - Regional One Act Play: \$6,163
  - Summer Camps: \$8,100

**5,718** 

Students participated in athletic UIL events/competitions in 2018/2019

**2,324** 

Students participated in academic meets in 2018/2019

TEXAS TECH UNIVERSITY  
Division of Diversity, Equity & Inclusion  
University Interscholastic League

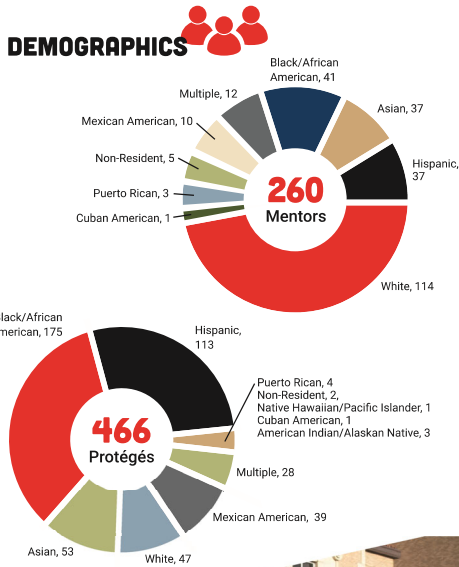
Texas Tech UIL works with the State UIL offices to administer and run district and regional events for high school athletics and academics throughout the year. In addition to those events, the Texas Tech UIL office coordinates other events on campus designed to bring students from all over Texas to the University and experience the campus. UIL hosts various teachers, students and parents with camps, conferences and competitions. In addition, UIL works with various departments and colleges to provide scholarships to the winners of those competitions. UIL's main goal is to provide a positive experience for all attendees of our events and stimulate interest in students attending Texas Tech University in the future.

[www.depts.ttu.edu/uil](http://www.depts.ttu.edu/uil)  
806.742.2350



TEXAS TECH UNIVERSITY  
Division of Diversity, Equity & Inclusion  
Mentor Tech

The Lauro Cavazos & Ophelia Powell-Malone Mentoring Program (Mentor Tech) was introduced during the fall semester of 2002. Named for Dr. Lauro F. Cavazos, the first undergraduate to serve as President of Texas Tech University, and Ophelia Powell-Malone, the first African American to graduate from Texas Tech University, the program seeks to enhance the quality of the educational experiences of all students (with a special focus on those from underrepresented groups) through programs, services, advocacy, and campus and community involvement.



www.depts.ttu.edu/mentortech  
806.742.8692

College/School/Campus	Mentors
College of Agricultural Sciences & Natural Resources (CASNR)	3
College of Architecture	1
College of Arts & Sciences	52
College of Education	20
College of Human Sciences	19
College of Media & Communication	10
Edward E. Whitacre College of Engineering	17
Graduate School	4
Honors College	4
J.T. & Margaret Talkington College of Visual & Performing Arts	5
Jerry S. Rawls College of Business Administration	20
TTU School of Law	4
University Libraries	8
Not Affiliated with a College or School	55
Texas Tech University Health Sciences Center	38

**14** Veteran mentors & 1 Reserve mentor

**204** First Generation Students (44%)

**32%** Mentor Cluster Leaders were faculty members

**35%** Mentors were Graduate students

**PHILLIPS 66**  
Sponsored the annual Networking Reception hosted in November

**52** Academic, career development, cultural, and social events during the academic year

**RETENTION**  
• 87%

**GRANTS**  
• Atmos Energy: \$2,275  
• ConocoPhillips: \$1,500  
• Phillips 66: \$9,000  
Networking Reception Sponsor

**HONORS**  
Nominated for the 2019 Examples of Excellence in Education Award

**PROTÉGÉ ACADEMIC ACCOMPLISHMENTS**

**President's List**

• Fall 2018 - 64	• Fall 2018 - 108
• Spring 2019 - 56	• Spring 2019 - 90

**Dean's List**

• Fall 2018 - 113	
• Spring 2019 - 107	

**PARTNERSHIPS**

- Aqua One
- Black Graduate Student Association
- Center for the Study of Addiction
- Division of Diversity, Equity & Inclusion
- Fuddruckers
- Lubbock Chamber of Commerce
- R.I.S.E.
- Southwest Bottling Company
- StarCare Specialty Health System
- Student Counseling Center
- Study Abroad
- Texas Tech Alumni Association
- TTU Admissions
- TTU Athletics
- TTU Campus Life
- TTU Career Center
- TTU College of Arts & Sciences
- TTU College of Media & Communication
- TTU Financial Aid & Scholarships
- TTU Graduate School
- TTU Police Department
- TTU SOAR Center
- TTU Student Government Association
- TTU Student Recreation Center
- TTU University Libraries
- TTU Writing Center
- TTUHSC School of Nursing
- U.S. Marines

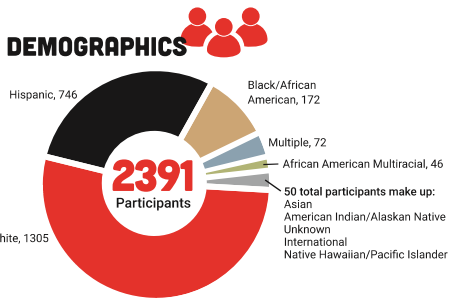




**Military & Veterans Programs**

Although Texas Tech University has had a long tradition of serving veterans and families, Military & Veterans Programs (MVP) was created in 2010 as a department dedicated solely to helping veteran and family member students succeed. MVP currently serves more than 2,100 undergraduate, graduate, and law student veterans and family members on the Texas Tech University campus, online, and at regional site locations. MVP has instituted a support structure and culture that is oriented toward maximizing the opportunity for those who have served to earn their degree so that these individuals know they matter and belong. MVP proudly assists students in transitioning from military to academic life, in establishing federal and state benefits, in connecting them to our campus and community resources, and in preparing them to graduate, enter the workforce, and become proud Texas Tech alumni.

[www.depts.ttu.edu/diversity/mvp](http://www.depts.ttu.edu/diversity/mvp)  
806.742.6877



### RETENTION

	Veterans			Dependents		
	Enrolled Fall 2018	Persisted Count	Persisted %	Enrolled Fall 2018	Persisted Count	Persisted %
African American Multiracial	7	6	86%	35	30	86%
American Indian/Alaskan Native	3	3	100%	11	8	72%
Asian	8	7	88%	8	7	88%
Black, Not of Hispanic Origin	28	21	75%	127	116	91%
Hispanic	113	94	83%	596	523	88%
Multiple	14	10	71%	46	39	85%
Native Hawaiian/Pacific Islander	2	2	100%			
Non-Resident Alien	4	4	100%			
Unknown	4	3	75%	4	4	100%
White	310	257	83%	866	786	91%
<b>Total</b>	<b>493</b>	<b>407</b>	<b>83%</b>	<b>1693</b>	<b>1513</b>	<b>89%</b>

### GRANTS

Lockheed Martin: \$16,000

- Stole & Recognition reception sponsor;
- TechVet Boot Camp catering and padfolios sponsor
- Welcome Event catering & T-shirt sponsor

Phillips 66 - \$17,000

- \$7000 for Veterans Scholarships
- \$10,000 for Camo to Corporate with any residual for Green Zone

Captain Alan Joseph Pryor Memorial Scholarship Endowment \$26,000 (will start awards in 2019-2020)

### HONORS

Acknowledged by the Military Order of the Purple Heart as the First Purple Heart University in Texas and 3rd in the country (since 2013)

- Military Advanced Education & Transition Top Colleges & Universities '18 - '19 (since 2012)
- Top Ten for Graduate School (#6) (2018)
- Military Times Best for Vets Colleges 2019 (since 2014)
- G.I. Jobs Military Friendly Schools '18 - '19 Gold (since 2010)
- SR Group Military Friendly Best Online Colleges (2019)

### STORIES ABOUT US

- "Texas Tech Hosts Wall of Honor Induction Ceremony", Texas Tech Today, [today.ttu.edu](http://today.ttu.edu), May 23, 2018
- "2019 Best Military-Friendly Online Colleges", Guide to Online Schools, [guidetoonlinechools.com](http://guidetoonlinechools.com), 2019
- "Texas Tech Names New Military & Veterans Programs Director", Texas Tech Today, [today.ttu.edu](http://today.ttu.edu), September 11, 2018

**589**  
VETERANS

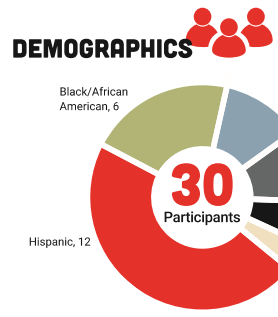
1802 Dependents  
(Family Members = Children or Spouses)

51 are Reserve/  
National Guard/  
Active Duty

59 are disabled  
veterans

**1035**  
FEMALE

**1352**  
MALE



### PARTNERSHIPS

Internal collaborations with SILC include the following units: Center for Student Involvement, University Student Housing, University Libraries, Fraternity & Sorority Life, Student Activities Board, Top Tier, along with the Center for Addiction and Recovery.

For its inaugural year, the SILC program focused primarily on building relationships with internal stakeholders.

- ### 1<sup>ST</sup>
- SILC celebrated many firsts during the 2018/2019 academic year
- SILC students coordinated the first Indigenous People's Month celebration in November highlighting indigenous culture through crafts, a lecture series, and a celebration of food.
  - SILC collaborated with University Student Housing to bring about the first official Martin Luther King Day Celebration on campus that included a march, keynote speaker, workshops, and a public health fair.
  - Phenomenal Women of Texas Tech - 111 women across the Texas Tech community were nominated and received the Women's HERstory month shirt, and 15 notable women received invitations to a private awards ceremony.
  - SILC hosted Asian, Pacific Islander, & Desi American Heritage Month Celebration (120 attendees)

### SEVEN STUDENTS

Attended the National Diversity & Leadership Conference in Dallas, TX

They had the opportunity to hear Barak Obama, former President, and America Ferrera as keynotes.

### FOUR STUDENTS

Attended the National Conference on Race & Ethnicity in Portland, OR

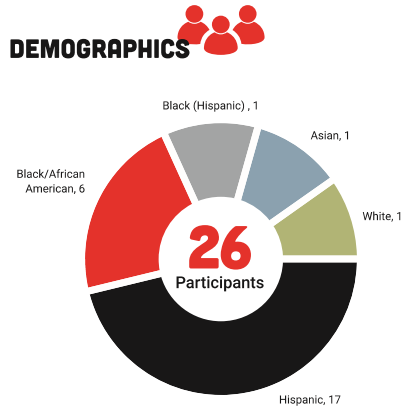
They were able to glean strategies for uniting marginalized and minoritized communities on campus, learn the history of higher education, race and politics, and network with other students around the country doing similar work, along with self-care strategies



The Student Intersectional Leadership Council (SILC) was a brand-new initiative for the 2018/2019 academic year. SILC provided students opportunities for growth, focusing on intersectionality, interpersonal, and intercultural leadership development. This was accomplished through specialized personal plans meeting the students' individual needs, along with workshops and trainings concentrating on areas such as advocacy, social justice, heritage celebrations, cultural competence, and global engagement. Involvement with the Student Intersectional Leadership Council assists students in fostering a long-term sense of community and collaboration lending itself to sustained engagement and retention.



The McNair Scholars Program prepares undergraduate students for doctoral studies through involvement in research and other scholarly activities. McNair participants are either first-generation college students with financial need or members of a group that is historically underrepresented in graduate education and have demonstrated strong academic potential. McNair provides a series of workshops on research methods, data collection, research writing, and maintaining research budgets. These workshops culminate in an eight-week research summer program where students, along with their Faculty Mentor, complete a research project that simulates graduate school level work. The goal of the McNair Scholars Program is to increase graduate degrees awarded to students from underrepresented segments of society by helping them experience graduate level research and providing them with focused advising on how to best prepare for applying to and attending graduate school.



**11** **SCHOLARS**  
 Presented at the University of Maryland McNair Scholars Research Conference

**73%** **OF SENIORS**  
 Admitted to Graduate School for Fall 2019

**14** **NEW SCHOLARS**  
 Successfully recruited for the 2019-2020 academic year

**4** **SENIORS**  
 Presented at Professional National Conferences



**\$253,032 IN GRANTS**  
 For the academic year as part of 2018 - 2023 continuous McNair Scholars grant.

**HONORS**  
 TRIO Achievers Award: 2019 given to Dr. Michael Gomez

**PARTNERSHIPS**

- Center for Transformative Undergraduate Experiences
- Center for Active Learning and Undergraduate Engagement
- Graduate Center
- Graduate School
- University Library
- Career Center
- Communications Training Center
- University Writing Center
- TRIO SSS
- First Gen Transition and Mentoring Programs

**STORIES ABOUT US**

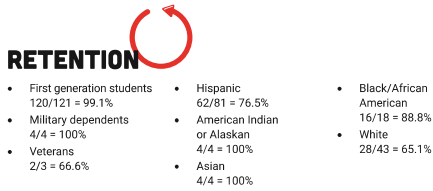
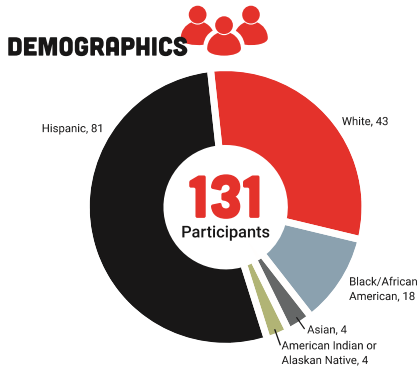
"Ashlyn Kildow Has Taken a Unique Path To College Success", Texas Tech Today, today.ttu.edu, November 20, 2018

"Support available for potential graduate students", The Daily Toreador, dailytoreador.com, February 13, 2019



TEXAS TECH UNIVERSITY  
Division of Diversity, Equity & Inclusion  
TRIO Student Support Services

TRIO Student Support Services (TRIO SSS) is an academic support program for first-generation, low-income, and students with disabilities. It is federally grant-funded to provide services and resources to 140 students. TRIO SSS offers academic advising, academic coaching, tutoring, career development education, financial literacy education, and more. Students who enter the program are assigned a TRIO SSS advisor and remain in the program through graduation.



### \$242,137 IN GRANTS

For the academic year as part of 2015-2020 continuing TRIO SSS grant.

### ACCOMPLISHMENTS

The annual South Plains TRIO Achievers Recognition Ceremony was hosted at Texas Tech on April 18, 2019. TTU and TRIO SSS alumnus Teresa Rodriguez was recognized as the 2019 TRIO Achiever for TRIO SSS. The event is a collaboration between the six TRIO programs in Lubbock and Levelland - TTU TRIO SSS, TTU McNair Scholars Program, SPC Upward Bound, SPC STAR Center (TRIO SSS), LEARN Inc. Talent Search and LEARN Inc. Educational Opportunity Center.

Marcus Graham, TRIO SSS Director, and Chelsea Adams, TRIO SSS Academic Advisor, attended the Texas TRIO statewide conference February 17-20, 2019. During the conference, Marcus Graham was appointed webmaster for the Texas TRIO Association website.

Malik Williams, TRIO SSS participant, was awarded the Matthew W. Taylor Scholarship from the Texas TRIO Association. Malik was selected through a competitive process open to all TRIO participants in Texas.

Ten TRIO SSS participants attended a graduate school trip to the University of Texas at Austin and Texas State University March 10-12, 2019. The trip was organized by Chelsea Adams, TRIO SSS Academic Advisor, and included meetings and tours with faculty and staff from both universities.

### PARTNERSHIPS

- TRIO SSS partnered with the Lubbock/Levelland TRIO programs for the TRIO Achievers Ceremony - TTU TRIO SSS, TTU McNair Scholars Program, SPC Upward Bound, SPC STAR Center (TRIO SSS), LEARN Inc. Talent Search and LEARN Inc. Educational Opportunity Center
- TRIO SSS partnered with the McNair Scholars Program for a graduate school trip to the University of Texas at Austin and Texas State University.
- TRIO SSS collaborated with faculty and staff at the University of Texas at Austin and Texas State University for graduate school visits.
- TRIO SSS partnered with First Gen Programs, Office of Academic Enrichment, and Mentor Tech for fall semester and spring semester student workshops.
- TRIO SSS collaborated with the Office of Academic Enrichment to encourage students interviewing for the program to enroll in IS 1102. During intake interviews, students were informed of the course and asked if they were interested in registering. Students who registered for the course received support from TRIO SSS and OAE.
- TRIO SSS collaborated with Student Success and Retention to add TRIO SSS staff as a primary response team for faculty issued progress alerts for students. When a TRIO SSS student is issued a progress alert, SSR assigns the "case" to TRIO SSS staff instead of the student's college advisor. TRIO SSS staff work with the college advisors and other academic support programs to find the best solutions for the student.



### STORIES ABOUT US

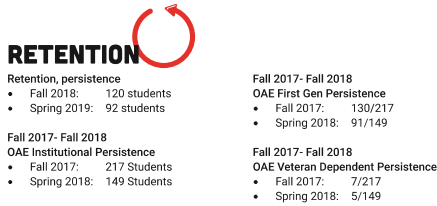
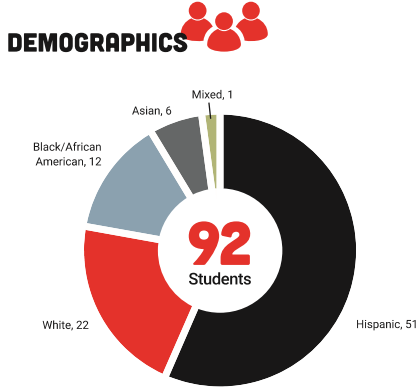
- "Ashlyn Kildow Has Taken a Unique Path To College Success", Texas Tech Today, today.ttu.edu, November 20, 2018
- "Malik Williams' Journey Symbolizes Texas Tech's Impact on Students in Need", Texas Tech Today, today.ttu.edu, January 18, 2019
- "Teresa Rodriguez's Journey Sets a Unique Example of Perseverance", Texas Tech Today, today.ttu.edu, January 25, 2019
- "67-year-old Texas Tech student proves it's never too late", Fox34, fox34.com, April 1, 2019

www.depts.ttu.edu/triosss  
806.742.3629



Office of Academic Enrichment

The Office of Academic Enrichment partners with AVID to create a First Year Experience Program geared to assist the transition of first year students at Texas Tech University. Through the required AVID IS 1102 course that is offered every fall semester, students learn AVID (WICOR) Strategies such as Writing to Learn, Inquiry and Critical Thinking, Organization, and Reading to Learn. Students are able to identify and establish goals, learn how to manage finances, learn and utilize campus resources, and engage in peer mentoring and community service. OAE provides study sessions, tutoring, academic workshops, and social engagement opportunities for students to interact and find academic and social support. OAE's mission is to build confidence, self-efficacy, self-advocacy, and grit in first year students and to provide students with the support needed in a new environment.

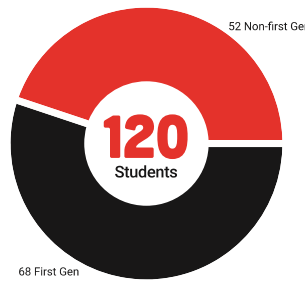


- ### PARTNERSHIPS
- 
- OAE partnered with the University Career Center for career development programming.
  - OAE began collaborating with the Volunteer Center of Lubbock for a proposed service learning component for the next academic year.
  - OAE began collaborating with the College of Education for faculty and instructor professional development.

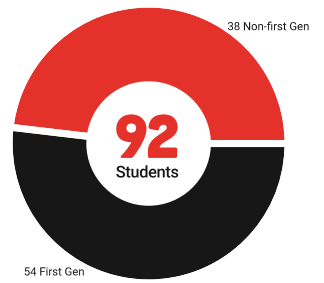
### SCHOLARSHIPS

OAE awarded scholarships up to \$500 each for four students.

### FALL 2018 OAE FIRST GENERATION STUDENTS



### FALL 2019 OAE FIRST GENERATION STUDENTS



www.depts.ttu.edu/diversity/academicenrichment/index.php  
806.742.5931





## PARTICIPANTS

5,000

## \$2,000 GRANT

During 2018-2019, the Office was a recipient of a Community Grant from the Walmart Foundation in the amount of \$2,000.

## PARTNERSHIPS

- Ballet Lubbock
- Center for Campus Life - Ongoing regarding programming and specific signature events including the Big 12 LGBTQIA & Allies Summit
- Club Luxor – Pride Week and the Big 12 LGBTQIA & Allies Summit
- Covenant Presbyterian Church – the Big 12 LGBTQIA & Allies Summit
- Department of Human Development & Family Studies – the Big 12 LGBTQIA & Allies Summit
- Graduate School – the Big 12 LGBTQIA & Allies Summit
- Health Sciences Center – the Big 12 LGBTQIA & Allies Summit
- Healthy Skin Clinic – the Big 12 LGBTQIA & Allies Summit
- PFLAG Lubbock – Family Weekend, Student financial support, Pride Week, and the Big 12 LGBTQIA & Allies Summit
- Rawls College of Business – Rawls Diversity Symposium
- Risk Intervention and Safety Education (RISE) Office – Ongoing regarding peer education on inclusive sex education, safer sex, and substance abuse
- School of Music – Transgender Remembrance Vigil & Celebration of Life and Lavender Graduation
- St. John's United Methodist Church – the Big 12 LGBTQIA & Allies Summit;
- Student Counseling Center – Culturally-competent behavioral health services and peer education
- Student Government Association – Community-based Pride celebrations, Pride Week, and the Big 12 LGBTQIA & Allies Summit
- University Career Center – Pride Week, the Big 12 LGBTQIA & Allies Summit, and partnerships with the Pride National Alumni Chapter
- University Libraries – the Big 12 LGBTQIA & Allies Summit
- University Student Housing – Pride Week and the Big 12 LGBTQIA & Allies Summit
- Women's & Gender Studies – Community-based Pride celebrations, Pride Week, Queer Reels Real Topics Film Series, and the Big 12 LGBTQIA & Allies Summit

## HONORS

4.5 star premier campus ranking on the Campus Pride Index, which gain placed Texas Tech University second in the state among participating institutions. Significant advancements were made in the areas of Counseling and Health, Institutional Support and Commitment, and Student Life.

## ACCOMPLISHMENTS

Awarded the first scholarship from the Watland/Woody LGBTQIA Endowed Scholarship Fund

Hosted and/or participated in over 75 programs or events throughout the year; Anticipated the needs of LGBTQIA individuals within the University community and developed partnerships to address those needs, such as with Women's & Gender Studies and the Department of History (LGBTQIA History Course);

Launched PrideSTEM in order to empower LGBTQIA students in science, technology, engineering, and mathematics to foster networking, mentoring, and professional opportunities;

Increased participation in the Allies Program as the Office's primary platform for peer education and support of faculty and staff to over 1,300 individuals; and 22% increase in registered participants for the Big 12 LGBTQIA & Allies Summit

## STORIES ABOUT US

**"Texas Tech named Diversity Champion, receives seventh consecutive HEDD award"**, Everythinglubbock.com, September 22, 2018

**"LGBTQIA office provides support, educates students"**, The Daily Toreador, dailytoreador.com, February 25, 2019

**"Office of LGBTQIA hosts Queer Reels film series"**, Daily Toreador, dailytoreador.com, March 20, 2019

**"Texas Tech to host 2nd annual Big 12 LGBTQIA & Allies Summit"**, The Daily Toreador, dailytoreador.com, March 21, 2019

**"UT needs to update its name change system to support all students at UT"**, The Daily Texas, dailytexanonline.com, April 3, 2019

**"University Student Housing hosts Tunnel of Awareness"**, The Daily Toreador, dailytoreador.com, April 16, 2019

**"Texas Tech orgs to host transgender violence remembrance event"**, KCBD, KCBD.com, November 19, 2019

**"Trans Remembrance Vigil honors victims"**, The Daily Toreador, dailytoreador.com, November 19, 2019

The Office of LGBTQIA Education & Engagement serves the Texas Tech University community through facilitation and leadership of programming and advocacy efforts aimed at strengthening the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) community. The Office also serves as a resource for members of the University community in their practice of 'allyship.'



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