Spring 2020

Save The Date! The Diversity Awards Ceremony will take place on April 17, 2020, from 5 - 7:30 pm in the UT Dallas Davidson-Gundy Alumni Center.

Mission Statement
The Office of Diversity and Community Engagement strives to accomplish the fulfillment of the UT Dallas commitment to embrace, enhance and celebrate diversity at all levels of the University and our community through the efforts of faculty, staff, students, the administration and community partnerships. UT Dallas aspires to be a leader in promoting diversity to reach the highest levels of excellence.

UT Dallas ERG Signing Day
ERG Signing Day is an annual event sponsored by the Office of Diversity and Community Engagement. The Employee Resource Groups (ERGs) at The University of Texas at Dallas were primarily established to support the University’s strategic plan and to make the University more competitive in the recruitment and retention of diverse, high-quality faculty and staff. These groups also serve as a conduit for faculty and staff who share common interests and concerns to connect. Members of these groups help to strengthen the campus culture by providing an informal welcome to new employees and facilitating networking, mentoring and professional development opportunities. The ERG Signing Day was hosted at the UT Dallas Activity Center and drew faculty and staff from throughout campus. Over lunch, over 200 people attended the event to learn more about ERGs while networking with colleagues and enjoying giveaways. One hundred new ERG members signed up during the event.

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Employee Resource Groups can be beneficial to the culture within an organization and its bottom line. Many of these groups quickly become a model of service for the institution in the area of recruitment of talent, morale boosting, retention and professional development. In addition to all the aforementioned benefits to the institution, Employee Resource Groups help to provide a positive image of the institution to the community.

In an effort to attract and retain a diversity of talented people at all levels, it is important for the ODCE to support activities creating a welcoming campus climate in which to promote and celebrate diversity at UT Dallas.

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<th>UT Dallas Employee Resource Groups</th>
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<td>Latino Faculty and Staff Association</td>
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<td>Military and Veteran ERG</td>
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<td>UT Dallas Counseling and Advising Network</td>
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<td>Universal Access ERG</td>
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<td>UT Dallas Women ERG</td>
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The Multicultural Center staff is excited about the newly expanded First Generation Celebration Day. This new program is a partnership with other University departments to assist in increasing the awareness and support of our first-generation students. The inaugural UTD First Generation Celebration Day coincided with the National First-Generation College Student Day held on Nov. 8.

The event’s purpose was to provide support, University resources and bring awareness to the presence, experiences and successes of first-generation college students, faculty and staff. The term “first generation” identifies students whose parents did not complete a bachelor’s or four-year degree in the United States.

Over 500 attendees gathered in the Visitor Center Atrium for food, a resource fair, games, music, raffled prizes, commemorative first-gen swag, contributions to the jargon dictionary and a photo booth.

Collaborators for the event included the Office of Undergraduate Education, Living Learning Communities, Enrollment Management, Community Engagement, Office of Financial Aid, Auxiliary Services, Development & Alumni Relations, the Galerstein Gender Center and other offices on campus.

"First Generation" identifies students whose parents did not complete a bachelor’s or four-year degree in the United States.
Mosaic in Motion 2020

The Diversity Advisory Council hosted the first-ever Mosaic in Motion Scholarship Fundraiser on Nov. 15. Nearly 60 community members, faculty, staff and guests attended the event to benefit scholarships for the Student Support and Success Scholarship Fund. The fund will provide scholarships managed by the UT Dallas Multicultural Center and Galerstein Gender Center.

The event was co-chaired by UT Dallas alumna Alicia Makaye PhD’12, GXA IT co-founder, and Helen M. Dorsey, Blue Cross Blue Shield of Texas. Makaye and Dorsey are both members of the UT Dallas Diversity Advisory Council.

Event attendees participated in a painting activity led by an artist from Pinot’s Palette in Dallas. University President Richard Benson’s wife, Leslie Benson was the featured speaker at the event, and Desmond Blair BA’07, MFA’09, shared his inspiring story of becoming an artist. Blair was born without hands, but did not let that stand in the way of his aspirations to become an artist. The event also featured a silent auction that included a one-of-a-kind painting by Blair and other great items donated by local businesses and supporters.

Lennox International was a title sponsor of the event. Other sponsors of the event included Central Market, GXA IT, Erik Jonsson School of Engineering and Computer Science, BB&T and DFW Technology.

Employee Resource Group Training

The Employee Resource Group (ERG) Training is an annual event sponsored by the Office of Diversity and Community Engagement. The mission of ERGs is to create value by attracting, developing and retaining faculty, staff and students from diverse demographic groups while providing educational awareness, professional development and enrichment to the UT Dallas culture.

ERGs are a great campus resource and can provide a number of opportunities for the next generation of leaders. The training event was hosted in December inside of the McDermott Suite at UT Dallas—drawing faculty and staff from a variety of departments.

The ERG Training is just one of the University’s many efforts to help current ERG members become future leaders of the eight active ERGs on campus. Representatives from Human Resources and other support units were on hand during the event providing members an opportunity to ask questions and offer ideas regarding the functions of ERGs.

Rosie Peterson, director of the Department of Institutional Diversity, and her staff hosted the event, which included hot appetizers and a highlight of events and accomplishments from the 2019 year. Attendees also enjoyed a presentation by Abraham Carrillo about Chinese New Year celebrations. A representative from each ERG presented an overview of activities that were carried out by their ERG and plans for the upcoming year. This was followed by a Q&A session and a discussion on recent developments regarding policies and procedures related to ERGs. ERG members were trained on how to access tools and resources and provide feedback about their ERG experiences.

One attendant noted that the event was very helpful because it provided a more personal and relaxed setting in which to learn more about the progress of ERGs. Other attendees said that this event helped them become more informed about University policies and procedures and meet with other staff members across campus.

In a recent survey, ERG members noted educational and wellness activities, networking opportunities, community service and mentoring opportunities as the types of activities they find most appealing. The Office of Diversity and Community Engagement aims to create an inclusive culture for all at UT Dallas and hopes to welcome more ERG members and leaders in the future.
The purpose of the advisory council is to provide the students’ perspective, input and advice to the Office of Diversity and Community Engagement. The council will address the elements of student diversity, concerns, activities and programs to increase awareness and understanding of each other, and to move beyond simple tolerance to embrace and celebrate the rich dimensions of diversity contained within each individual.

The Student Diversity Council aims to:
- Provide student perspectives on key school issues.
- Highlight major institutional diversity achievements and concerns at UT Dallas.
- Support new diversity programs, initiatives, and projects.
- Improve public perception of diversity at UT Dallas.
- Create effective communication with the multiple campus organizations at UT Dallas.

Active Student Organizations
- African Student Union
- ASCEND
- Atheists, Skeptics, and Humanists
- Bangladeshi Student Organization
- Beta Chi Theta
- Black Student Alliance
- Chinese Student Association
- Delta Epsilon Psi
- Ethiopian Student Association
- Filipino Student Association
- French Student Association
- Friendship Association of Chinese Students
- Global Village
- Hindi Club
- Hindu Student Association
- Intercultural Women Students Association
- International Political Economy Student Association (IPESA)
- Iranian Student Community
- Japanese Student Association
- Jiangxi Student Association
- Korean Undergraduate Student Association
- Ladies of Vision and Excellence
- Lambda Phi Epsilon
- LULAC
- Mexican Association of Students
- Middle Eastern Student Association
- Muslim Student Association
- National Association of Black Accountants
- National Society of Black Engineers
- Pakistani Student Association
- PRIDE
- Sigma Lambda Alpha Sorority
- Sigma Lambda Beta (Men of Wisdom)
- Society of Hispanic Professional Engineers
- Society of Women Engineers
- Spanish Club
- Sri Lankan Student Association
- Students are Made Equal (SAME)
- Vietnamese Student Association
- Women of Integrity Service and Honesty

Student Diversity Advisory Council Leadership

Nicole Peters, President
Nicole Peters is a speech pathology and child learning development double major in the graduating class of 2021. She is a student-athlete on the UTD softball team, a Residential Life peer advisor, and a member of NSSLHA. She has enjoyed being a part of SDAC and helping make a difference at UTD. Her hobbies include hanging out with her friends, playing sports and spending time with her family and pets at home in Allen.

Clayton Gabel, Vice President
Clayton Gabel serves as the Student Diversity Council vice president. He is a sophomore pursuing healthcare studies major with a minor in music. He enjoys making music, playing video games and volunteering when time permits.

Elizabeth Brann, Historian
Elizabeth Brann is a senior biology major. She is a member of the softball team. Elizabeth is the president of the Pre-Veterinary Medicine Society on campus as well as the secretary of the Student-Athlete Advisory Committee (SAAC). She also is a campus tour guide.