



FOSTER

Division of

AFFIRM

Diversity

CELEBRATE

Equity &

ENGAGE

Inclusion

STRENGTHEN



TEXAS TECH UNIVERSITY
Division of Diversity,
Equity & Inclusion™



- Lauro Cavazos & Ophelia Powell-Malone Mentoring Program (Mentor Tech) www.depts.ttu.edu/mentortech | 806.742.8692
- TRIO SSS www.depts.ttu.edu/triosss | 806.742.3629
- McNair Scholars Program www.depts.ttu.edu/diversity/mcnair | 806.742.2987
- First Generation Transition & Mentoring Program www.depts.ttu.edu/diversity/FGTMP | 806.742.7060
- Chess Program www.depts.ttu.edu/tuchess | 806.742.7742
- Office of Academic Enrichment/AVID www.depts.ttu.edu/diversity/academicenrichment | 806.742.5931
- Student Intersectional Leadership Council 806.742.8085
- College Connect..... www.depts.ttu.edu/diversity/ideal | 806.742.2420
- Office of LGBTQIA Education & Engagement www.depts.ttu.edu/lgbtqia | 806.742.5433
- Military & Veterans Program (MVP) www.depts.ttu.edu/diversity/mvp | 806.742.6877
- University Interscholastic League www.depts.ttu.edu/uil | 806.742.2350

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Division of Diversity,
Equity & Inclusion
TEXAS TECH UNIVERSITY





Vision Statement

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

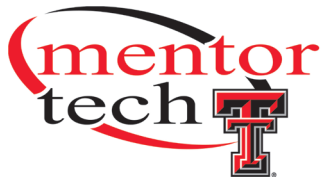
Mission Statement

The Division of Diversity, Equity & Inclusion (DDEI) works 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 align with the University Strategic Plan: to educate and empower a diverse student body, to enable innovative research and creative activities, while transforming lives and communities through strategic outreach and engaged scholarship.

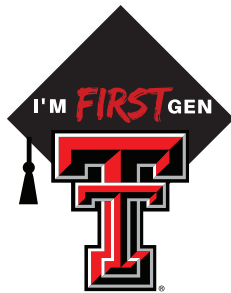
As we in DDEI work across the university, we are inspired by the opportunities to explore our differences as we celebrate our shared commitment to diversity, equity, and inclusion. The process of creating a culture that allows every individual to feel as though they matter and they belong is not accidental, but intentionally created by those who are members of the community and 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 encourage others to do the same.



FOSTER EXCELLENCE



Mentoring Excellence
since 2002



First Gen

(noun): neither parent or guardian(s) graduated from a four year university in the U.S.

25%+ First Generation
College Students enrolled at TTU



“My first year engaging with Mentor Tech help[ed] me adapting to a new culture, gaining my personal skills and learning about Texas Tech. My mentor helps me with my classes, shaping my career path, and my own personal growth...She calms me down when I get so stressed and reminds me that I am amazing”.

- Tien Hoang

Lauro Cavazos & Ophelia Powell-Malone Mentoring Program (Mentor Tech)

Enhances the college experience through positive relationships that support personal commitment to educational success.

Focusing on Tech students from underrepresented groups, this program improves retention and graduation rates through faculty/staff mentorship and peer group networking. Its goal is to create a positive social, academic and career-minded climate on campus.

TRIO Student Support Services (SSS)

Increases retention and graduation rates through student success services and resources.

TRIO empowers students to succeed through academic advising, tutoring, financial literacy development, and graduate school and career preparation. Any first-generation student, students who demonstrate financial need, or students registered with TTU Student Disability Services are eligible to apply.

First Generation Transition & Mentoring Program

Promotes success and retention for first-generation college (FGC) students through peer success, retention and degree completion, academic support, peer coaching and social connections.

This program cultivates personal and professional growth for first- and second-year FGC students through scholarships, academic workshops, service learning, peer mentoring, social connections, and other one-on-one guidance.

**Office of Academic Enrichment/
Advancement Via Individual Determination (AVID)**

Helps students identify barriers and needs while increasing their academic engagement and social interactions through college career pathways.

This program guides and enhances students' first-year college experiences through the AVID student success academic course curriculum and co-curricular learning.



“I think that it is important for all students to feel that they belong here at TTU. We know that when students feel a sense of belonging they are able to thrive in the academy. Given the globalized world we live in all students benefit from the opportunity to learn from and share with one another in diverse, inclusive, and equitable environments”.

- Dr. Brandy Piña-Watson
Assistant Professor,
Department of Psychological Sciences



AFFIRM PASSIONS

Chess Program

Recruits top competitors to Texas Tech University from around the world and inspires the next generation of chess players.

The Texas Tech Knight Raiders have become one of the most prolific college teams in the U.S., with competitors across division levels and ratings and a broad commitment to local school outreach. It's also one of the few national programs with an all-women's team. A range of scholarships are available to all chess competitors. Through the engaging community competitions, outreach efforts and summer programs, TTU Chess inspires elementary through high school aged players to see opportunities for college through chess.

University Interscholastic League (UIL)

Promotes academic and athletic competition in West Texas while increasing the university's profile.

UIL hosts regional academic and athletic competitions that bring top high school students from across the state to the Texas Tech campus. Each summer UIL hosts summer camps in theatre, speech and debate and gaming to create opportunities for skill development.

6,400+

high school students compete at Texas Tech for the right to qualify and advance on to the state tournament competitions



THE CHESS PROGRAM

Attracts students from around the world to Texas Tech University, providing undergraduate- and graduate-level scholarships.



I am proud to be a First Generation Transition & Mentoring Programs Peer Coach because I get to educate and guide first gen students at a time in their lives where they may not understand how to adjust to college life. I was in their shoes not too long ago and my very first Peer Coach gave me the guidance to become who I am today. I am proud to be able to guide a group of first gen students.

— Anthony Mendez, Senior, Creative Media Industries



2019



Top Colleges for Diversity



ENGAGE COMMUNITIES



“Being involved with the Office of LGBTQIA in the diversity, equity and inclusion work they do impacts everyone here at Texas Tech. The changes we all advocate and make are going to allow future students to be supported and accepted here on campus.”

– Jenni English



The Campus Pride Index is an overall indicator of institutional commitment to LGBTQ-inclusive policy, program and practice.



“Student Intersectional Leadership Council has contributed to my success as a student by allowing me the opportunity to make change on campus. Not only does it give one individual student a powerful voice on campus, but it also allows them to be a part of shaping the future of campus”.

– Ariel Bellatin



Student Intersectional Leadership Council

Develops student leaders committed to positive social change through advocacy, education, celebration and community action.

This leadership body advances social change through interpersonal, intercultural and intersectional leadership development and community building. Participating students provide opportunities creating an inclusive campus community.

College Connect

Connects the K-8 community to higher education through interactive campus experiences and in local communities.

This unit encourages young students to discover their passions and explore the possibility of college through local school visits, summer camps, and opportunities on Texas Tech’s campus.

Office of LGBTQIA Education & Engagement

Leads and educates the Texas Tech community through programming, resources and advocacy.

The office 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.’

STRENGTHEN AWARENESS



“A sense of community is an important aspect that connects many military members and their family members, to each other. MVP has provided me with that sense of community and more helpful and directed information to my family member benefits”.

- Paige Johnson
US Marine Corp Family Member

Military & Veterans Program (MVP)

Assists veterans and their families in achieving academic, personal, and professional success.

For armed forces veterans transitioning to civilian life, MVP establishes educational benefits, encourages campus and community engagement, and works to ensure degree completion. Services are also provided to veterans' family members in order to create a community of support and success.



Military Times Best for Vets since 2013



Green Zone training teaches faculty and staff how to better understand veteran students to best support their needs across campus

McNair Scholars Program & McNair Explorers Program

Prepares undergraduate students for graduate and doctoral studies through scholarly activities and research.

McNair Explorers Program introduces and prepares first year and sophomore students to the McNair Scholars Program through workshops and seminars. Beginning in their junior year, McNair Scholars receive support from a faculty mentor as they create and complete scholarly work, pursue research funding, and visit graduate schools. McNair Scholars belong to at least one of these groups:

- low-income socioeconomic background
- first-generation college student
- race or ethnicity historically underrepresented in higher education



30+ Student led research project

Raider Education

Connects students, faculty and staff through meaningful and civil dialogue with interactive workshops, trainings, and programs.

Staff and Peer educators lead the various series of workshops and trainings with the goal of obtaining knowledge and an understanding of actions to further inclusive campus environments founded in civility. Student Peer Educators develop peer-to-peer and staff interactive workshops, trainings and programs with cultural intelligence, critical inquiry, conflict management and exploration of these topics.

