Welcome!

I am pleased to present this year’s Annual Report to the President, which highlights the significant growth and accomplishments of the Division of Institutional Diversity, Equity & Community Engagement (DIDECE) for the 2016-2017 academic year. The DIDECE encourages inclusion through the many units that work together to foster a learning environment committed to diversity. By integrating diversity into the core mission at Texas Tech, we strive to support the background and varied life experiences of students, faculty, and staff to help make Texas Tech a national model for diversity in higher education.

During the past year, the DIDECE has implemented unique and novel initiatives to recruit and retain diverse faculty, students, and staff through programs that have been recognized nationally for Texas Tech’s efforts to support diversity in higher education. Our sustained investment in offices such as the Military & Veterans Programs, First Generation Transition & Mentoring Programs, Mentor Tech, TTU Chess, and Upward Bound programs demonstrates the university’s continued commitment to serving Texas Tech students, faculty, staff, and broader communities. Additionally, this past year, the DIDECE has been influential in the university’s initiative to become a Hispanic Serving Institution (HSI) by recruiting students in highly populated Hispanic areas, contributing to our emerging HSI designation. As this annual report demonstrates, Texas Tech is dedicated to equity and inclusiveness through programs that also advance academic excellence across all components in higher education.

Elizabeth Sharp, Ph.D.
Interim Vice President

The Division of Institutional Diversity, Equity & Community Engagement was formed in 2009 under the direction of Dr. Juan S. Munoz to provide structure and momentum to the academic, diversity and community engagement goals of Texas Tech University. The creation of the Division communicated to Texas Tech and the broader community that diversity, equity and inclusion are high strategic priorities for the university and the Texas Tech University System.

As the first Vice President for Institutional Diversity, Equity & Community Engagement at Texas Tech, Dr. Munoz was commissioned to bring together programs and units that promote academic and inclusive excellence. It was his appointment that provided the opportunity to extend the foundation of collaboration between the Office of Institutional Diversity, Equity, and Community Engagement and the nine units that currently serve and support student activities that foster equity, outreach, academic preparation, and community engagement.

As we have progressed into 2017, many programs and initiatives have been introduced to increase diversity in the recruitment of students and faculty. Under Dr. Munoz’ leadership, Texas Tech was recognized as a national leader in higher education diversity and inclusive excellence and was honored as one of only ten institutions nationally and the only university in Texas as a Diversity Champion by INSIGHT into Diversity magazine in Spring 2016. For five years in a row under Dr. Munoz’ leadership, Texas Tech has received INSIGHT into Diversity’s Higher Education Excellence in Diversity (HEED) Award. A national recognition, the HEED award honors colleges and universities that exhibit excellence across all areas of diversity and inclusion in their respective campuses. Additionally, during Dr. Munoz’ tenure, Texas Tech received the Commitment to Diversity Award from Minority Access, Inc.

We would like to thank Dr. Juan Munoz for the dedication, knowledge, and expertise he has provided over the course of eight years in promoting diversity at Texas Tech University and for his wisdom in recognizing the importance of institutional inclusiveness and steadfast support for programming and retention efforts that support diverse student and faculty populations.

Elizabeth Sharp, Ph.D.
Interim Vice President

Report compiled and edited by
Ashley Marie Gonzales, Ph.D.
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**Honors & Awards**

**TTU Chess**
- Southwest Collegiate Championship, 2017
- Placed 2nd in the National Final Four Chess Competition, 2017

**First Generation Transition & Mentoring Programs**
- College Get Involved Award - Volunteer Group of the Year: Volunteer Center of Lubbock, 2016
- Volunteer of the Year Group: Boys & Girls Club of Lubbock, 2016
- The CH Foundation Grant: First Generation College Student Scholarship Fund ($60,000)

**Military & Veterans Programs**
- Military Friendly College and University, 2016-2017
- Military Times Best for Vets, 2016-2017
- G.I. Jobs Military Friendly Schools, 2016-2017
- Military Times Best for Vets Colleges, 2016-2017
- Best for Vets Business Schools, 2016
From Here, It’s Possible

Desde Aquí, Es Posible
First Generation Transition & Mentoring Programs
Ashley Marie Gonzales, Ph.D., Senior Director
806-834-1165
http://www.depts.ttu.edu/diversity/pegasus/

First Year Success (FYS) and Second Year Success (SYS) Programs offer first-and second-year First Generation College (FGC) students the opportunity for both personal and professional growth. Through scholarships, academic workshops, community service, interaction with peer mentors, weekly tutoring, and one-on-one guidance sessions with professional staff, First-Gen takes higher education to the next level.

TRIO Student Support Services (SSS)
Audrey Branch, Lead Administrator
806-742-3629
http://www.depts.ttu.edu/triosss/

TRIO Student Support Services (SSS) is a federally funded program that provides opportunities for academic development by assisting first generation students with basic college requirements and to motivate them toward the successful completion of their post-secondary education.

Upward Bound
806-834-5906
http://www.depts.ttu.edu/upwardbound/

Upward Bound is an academic enrichment program designed to prepare first-generation high school students with limited financial resources and whose parents have not received a bachelor’s degree from a four-year university for success in higher education.

Office of Academic Enrichment (OAE)
Ashley Marie Gonzales, Ph.D., Senior Director
806-834-1165
https://www.depts.ttu.edu/diversity/academicenrichment/

The Office of Academic Enrichment (OAE) supports student academic success and retention through interdisciplinary integration of proven academic strategy programs, co-curricular activities, and academic support services. To accomplish this, OAE has created a network of partners, staff, instructors, and tutors who communicate and collaborate with current and future students to create strong and focused learning environments that enable students to address important issues, strengthen understanding, and define and achieve educational goals.
Military & Veterans Programs (MVP)
Lou Ortiz, J.D., Director
806-834-6538
https://www.depts.ttu.edu/diversity/mvp/

The Military & Veterans Programs (MVP) serve to assist veterans and their families in achieving academic, personal, and professional success at Texas Tech University by providing students with a seamless transition from military to civilian life. By establishing educational benefits, encouraging campus and community engagement, and helping to provide a positive experience through degree completion, MVP equips these students for degree completion and a successful future.

Mentor Tech
Cory Powell, Director
806-834-0991
http://www.depts.ttu.edu/mentortech/

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 Texas Tech alumnus to serve as President of Texas Tech University, and Ophelia Powell-Malone, the first African American undergraduate of Texas Tech University, the program seeks to enhance the quality of the educational experiences of students from underrepresented groups through programs, services, advocacy, and campus and community involvement.

Institute for the Development and Enrichment of Advanced Learners (IDEAL)
Olga Achourkina, Assistant Director
806-834-3788
http://www.depts.ttu.edu/diversity/ideal/

The Institute for the Development and Enrichment of Advanced Learners (IDEAL) provides curriculum-based programming designed to challenge and engage K-12 students in fields such as science, technology, engineering, art, and math.

University Interscholastic League (UIL)
Sam Gentry, Director
806-834-4864
http://www.depts.ttu.edu/UIL/

Texas Tech UIL supports advancing the awareness of and increasing the enrollment at Texas Tech University by hosting UIL regional academic and athletic competitions that enable many of the top high school students from across the state the opportunity to visit the Texas Tech campus.
Women’s Studies
Charlotte Dunham, Ph.D., Director
806-834-5104
https://www.depts.ttu.edu/wstudies/

The Women’s Studies program is an interdisciplinary academic unit that offers courses examining the cultural and social construction of gender, exploring the history, experiences, and contributions of women to society, and studies the influences of gender on the lives of women and men.

Chess
Alex Onischuk, Director
806-834-5954
https://www.depts.ttu.edu/ttuchess/

The TTU Chess Program recruits and trains outstanding students from all over the world to represent Texas Tech in national chess tournaments, as well as to provide outreach to elementary students in the Lubbock and West Texas communities.

Office of Community Engagement (OCE)
806-834-3788
https://www.depts.ttu.edu/diversity/communityengagement/

The Office of Community Engagement (OCE) fosters a college-achieving culture through programs, partnerships, and opportunities that serve the community, promote learning, encourage wellness, and inspire conversations about the benefits of higher education. Through its role in the Division of Institutional Diversity, Equity & Community Engagement, OCE supports this mission by continuing to expand, create, and grow outreach and engagement programs and activities both on campus and in the community to increase the number of K-12 student contacts made on behalf of Texas Tech University.

Cross-Cultural Academic Advancement Center
806-834-3788
https://www.depts.ttu.edu/diversity/ccaac/

The Cross-Cultural Academic Advancement Center (CCAAC) offers co-curricular and curricular programs and services to faculty, staff, students and the community to provide educational experiences that seek to broaden knowledge of diversity, multiculturalism, social justice, and inclusive excellence.
First Generation Transition & Mentoring Programs
Data filtered according to FCG status analyzed by TTU Institutional Research

Mentor Tech
Data filtered by TTU Institutional Research

Military & Veterans Program
Data filtered by TTU Institutional Research
First Generation Transition & Mentoring Programs

Mentor Tech

Military & Veterans Programs

Hispanic | White | Black/African American | Unknown/Multiple | Asian
First Generation Transition & Mentoring Programs Participation

- **Academics**
  - Participation: 1,754
  - Mentor Tech Participation: 1,871

- **Socials**
  - Participation: 1,194
  - Mentor Tech Participation: 1,691

- **Community Service**
  - Participation: 2,960
  - Mentor Tech Participation: 2,960

Data includes student members who participated in program components over the course of each academic semester of reported academic year (student attendance may be duplicated per event).
Military & Veterans Programs
Green Zone Training
Participants

Data includes student members that participated in program components over the course of each academic semester of reported academic year.
**GRANT FUNDS**

In the image, there is a bar chart showing the grants funded by various departments from 2013 to 2015. The grants include those funded by state agencies, local governments, service grants, institutional grants, and scholarships.

**COMMUNITY OUTREACH**

In the table, the participants from different departments are listed for the years 2013, 2014, and 2015. The table includes data provided by individual departmental units within the division.

<table>
<thead>
<tr>
<th>DEPARTMENT</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
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<tr>
<td>Chess: Community Outreach</td>
<td>1,058</td>
<td>1,215</td>
<td>1,380</td>
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<tr>
<td>IDEAL: Summer Programs &amp; Super Saturdays</td>
<td>1.576</td>
<td>1,592</td>
<td>1,706</td>
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<td>OAE: Student Outreach &amp; Engagement</td>
<td>–</td>
<td>2,750</td>
<td>5,983</td>
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<td>OCE: Back to School Fiesta</td>
<td>3,984</td>
<td>3,097</td>
<td>3,503</td>
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<td>UIL: Regional Athletic Competition</td>
<td>2,168</td>
<td>1,704</td>
<td>1,912</td>
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<tr>
<td>Upward Bound: Academic Saturdays</td>
<td>16,734</td>
<td>10,870</td>
<td>8,992</td>
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Includes data provided by individual departmental units within the division.
Each fall, the Division of Institutional Diversity, Equity & Community Engagement hosts the Celebrate Diversity Awards Banquet to recognize those within the Texas Tech and Lubbock communities who exemplify inclusive excellence. Additionally, the recipients of the Senator Robert L. Duncan Community Champion Award are recognized.

The 2016 Celebrate Diversity Banquet was held on Wednesday, October 12th in the McKenzie-Merket Alumni Center. Actress Grace Gealey Byers served as the keynote speaker. Byers is best known for her role as Anika Calhoun in the Fox series, “Empire.” Byers was raised in the Cayman Islands by her African American mother and Caucasian father. Both of her parents are deaf and thus, she was raised learning sign language and understanding what it meant to be a child of deaf adults (CODA). She moved to America alone to attend the University of South Florida in Tampa, where she received a B.A. in Theater Arts. Following college, Byers attended the University of California Irvine’s graduate program and obtained her M.F.A. in acting.

Past speakers for the event include: Edward James Olmos, Terrence Howard, Soledad O’Brien, John Quiñones, and former U.S. Poet Laureate Juan Felipe Herrera.
In the fall and spring semesters, diverse faculty, staff, and community leaders shared their personal stories with 1,314 First Generation College (FGC) students over the course of ten sessions at the ‘Conversations with the Next Generation’ speaker series.

The purpose of this series is to engage professionals with diverse perspectives and work experiences to serve as real and relatable examples of what success, despite hardships, can look like. The goal is for each FGC student to walk out of our event with more hope, knowledge and passion than they did when they walked in.

Past speakers include Patricia Schovanec, Professor of Mathematics; Dr. Ashley Gonzales, Senior Director of First Generation Transition & Mentoring Programs; Jodi Randall, LGBTQIA Administrator; and Noe Valles, Senior Partner and Pre-Litigation Managing Partner at Glasheen, Valles & Inderman, LLP.
CONVERSATIONS WITH THE NEXT GENERATION

FALL 2016
Attendees

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<td>9/8</td>
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<tr>
<td>9/15</td>
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<td>9/20</td>
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<tr>
<td>10/6</td>
<td>87</td>
</tr>
<tr>
<td>10/11</td>
<td>104</td>
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<tr>
<td>TOTAL</td>
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SPRING 2017
Attendees

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<td>2/2</td>
<td>103</td>
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<tr>
<td>2/15</td>
<td>60</td>
</tr>
<tr>
<td>3/1</td>
<td>76</td>
</tr>
<tr>
<td>3/22</td>
<td>73</td>
</tr>
<tr>
<td>4/20</td>
<td>75</td>
</tr>
<tr>
<td>TOTAL</td>
<td>387</td>
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The Texas Tech TRIO Student Support Services (SSS) Program received a continuation of $1.1 million dollars in grant funding to serve 140 first-generation, low-income students and students with disabilities.

This year, the SSS Program honored the accomplishments of 30 graduating seniors while also recognizing a 95.8% retention rate and 3.0 average GPA among program participants.
Through the continuation of $7 million dollars in grant funding, the Texas Tech Upward Bound Program awarded $198,480 in scholarships, tuition and educational assistance to low-income, first-generation college students transitioning to Texas Tech University. The Upward Bound Program had 42 participants involved in Bridge to Texas Tech during the Summer 2016 1st Session.
The Office of Academic Enrichment (OAE) is devoted to increasing self-confidence, self-efficacy, and self-motivation through moderately challenging tasks, which have been integrated into the AVID First Year Experience Program and the AVID IS 1102 course.

The program components are sustained by the Advancement Via Individual Determination (AVID) Methodology and trained AVID student-centered instructors, peer mentor-tutors, and academic coaches.

This year, OAE implemented the AVID First Year Experience (AFYE) program designed to provide supplemental academic support to students entering into their first year at Texas Tech University while also assisting students in the transition to their second year in college.
In the Spring semester, MVP held a boot camp for incoming veterans and service members aimed at fostering an environment designed to help veterans acclimate and transition to college life while overcoming the challenges that may come with being a non-traditional student.

In the boot camp program, students have the opportunity to:

• Network with and meet other veterans before their first day of class;

• Attend learning strategy workshops that encourage discussion, creative thinking and practical application; and

• Attend briefings about campus resources and share best practices in order to help these students get started on the best track to success at Tech.
Program participants represent each Texas Tech college and come from a myriad of ethnicities, nationalities, economic and educational backgrounds. Through the annual Celebration Banquet, the academic accomplishments of the program’s student participants are highlighted. Additionally, the dedicated TTU System faculty, staff and graduate students who selflessly serve as mentors are also honored during the event.

The keynote speaker for the 15th annual Mentor Tech Celebration Banquet, NFL Hall of Fame running back Emmitt Smith, encouraged banquet attendees to continually strive for excellence, despite opposition and challenges. He reminded students that knowledge is the one thing that can never be taken from them.
The Institute for the Development and Enrichment for Advanced Learners (IDEAL) established a partnership with Texas Tech University Independent School District (TTUISD). The collaboration has allowed students from TTUISD’s Brazil campus to experience Texas Tech University through the summer camp program, Shake Hands With Your Future, hosted by IDEAL.

Shake Hands With Your Future is a 4th - 12th grade summer residential camp designed to provide students with access to higher education and to familiarize them with the university environment.

Students from Brazil have the opportunity to interact with local and national participating students, register for college-level curriculum courses, and take advantage of university facilities, all while experiencing life on the Texas Tech campus.
This year, University Interscholastic League hosted the Red Raider Classic Invitational academic meet with 793 students participating from 37 high schools.

The academic competition includes the components of accounting, computer applications, computer science, journalism writing, number sense, ready writing, literacy criticism, and spelling.

UIL provides leadership and guidance to public schools and athletic teachers continuing throughout the academic year in both academics and athletics.
In the spring semester, The Women’s Studies Program held the 33rd annual Conference on the Advancement of Women, with former Congresswoman Patricia Schroeder as the featured speaker.

Ms. Schroeder was the first woman to represent the state of Colorado in the House of Representatives, the first woman to serve on the Armed Services Committee, and co-founder of the Congressional Caucus for Women’s Issues.

In her role on the Armed Forces Committee, she was the lead sponsor of the Equal Rights Amendment in the House and was a candidate for President of the U.S. in 1988.

Schroeder addressed the conference on April 21 about the struggles and rewards of being a woman in national politics.
The Texas Tech Chess program hosted the Southwest Collegiate Championship on February 25, 2017, at the Texas Tech Club. Seventy-five players from five universities participated in the competition, including Texas Tech University, University of Texas at Dallas, University of Texas Rio Grande Valley, Texas State, and the University of Oklahoma. Out of 23 participating teams, Texas Tech’s A Team took first place.
The Office of Community Engagement held the 3rd annual RaiderLife summer program on the Texas Tech University Lubbock campus with three sessions starting in June and July.

The purpose of RaiderLife is to provide the opportunity for students from underrepresented populations to be exposed to college life and, more importantly, the Texas Tech University experience in hopes that these students will begin to envision themselves as Texas Tech University students.

While on the Texas Tech campus, participants in the program have the opportunity to engage in several activities that promote cultural awareness and inclusion. The RaiderLife step and stroll event is a joint collaboration with the Multicultural Greek Council and National Pan-Hellenic Council, educating students on the many organizations and cultures that represent students from all ethnic backgrounds. Students also have the opportunity to engage in “Across the World,” hosted by the Cross Cultural Advancement Academic Center, that encourages engagement and discussion regarding cultural issues around the world.
The Cross-Cultural Academic Advancement Center (CCAAC) hosted its first installment of ‘Exploring Your Options Leadership Series’, highlighting Women in Service as part of Women’s History Month.

Women in Service was an open discussion forum with the purpose of providing a platform to discuss numerous factors pertaining to the shifting roles of women in the military. A panel discussion was also held to gather insight and opinions from current military personnel that included men and women from the Air Force, Army, and Marine Corps.

This series allowed attendees to receive a comprehensive understanding of the many viewpoints regarding this increasingly important topic while also asking questions of the participating panelists in hopes of engaging in the discussion.