SERVING IN THE UNEXPECTED

2020 COVID-19 RESPONSE
To paraphrase Dr. Martin Luther King, Jr., the ultimate measure of a person is not where they stand in moments of comfort and convenience, but where they stand in moments of challenge and controversy. The year 2020 has certainly been an unexpected challenge for all of us, including those of us in higher education. However, despite the relocations, the cancellations, the online classes, the social distancing, the incessant ZOOM meetings, and the many inconveniences brought about by the COVID-19 pandemic, Texas Tech University, the Office of Institutional Diversity, and the Division of Diversity, Equity & Inclusion have not wavered in our duty to educate and serve our students, faculty, and staff, the greater Lubbock community, and the state of Texas as a whole.

As described in the following COVID-19 Response Report, the Office of Institutional Diversity (OID) and the Division of Diversity, Equity & Inclusion (DDEI) continue, to the greatest extent possible, to provide programs and services to Texas Tech students, staff, and faculty wherever they find themselves during this pandemic. As you will see in reading this Report, while many of our signature programs have been affected by actions taken to prevent the spread of COVID-19, DDEI and OID staff have worked diligently to ensure the health, wellness, and success of the many students, faculty, and staff we serve.

Perhaps the most memorable events we hosted during this pandemic were the graduation ceremonies we sponsored for various student groups – Black students, Hispanic students, First-Generation students, military and veteran-affiliated students, LGBTQIA students, and other students served by the DDEI. From designing graduation websites to recording video messages and selecting unique mementos of this special time, the OID and the DDEI worked together to appropriately recognize the accomplishments of our graduates and ensure that their major life milestone was recognized and celebrated despite the limitations inherent in a “virtual” graduation.

As symbolized by the unique celebration of our 2020 graduates during the challenges posed by COVID-19, the OID and the DDEI have been resilient in collaborating and executing our mission, and I believe the true character of individuals who serve this university has proven a real measure of the strength of diversity, equity, and inclusion at Texas Tech University.

It is with pride in our resiliency and hope for the future that I respectfully offer this Report for your review.

Dr. Carol A. Sumner

Chief Diversity Officer and Vice President, Texas Tech University
Office of Institutional Diversity
06 Administration & Finance
07 Community Outreach & Engagement
08 TTU Faculty Support
09 TTU Staff Support

Division of Diversity, Equity & Inclusion
Student Programs & Services
10 McNair Scholars Program & McNair Explorers Program
12 Military & Veterans Programs (MVP)
14 Office of LGBTQIA Education and Engagement
15 Raider Education
16 Student Intersectional Leadership Council (SILC)
17 Transition & Mentoring Programs
21 TRIO Student Support Services
22 Additional Efforts by Our Team

K-12 Initiatives
24 College Connect
25 TTU Chess
26 University Interscholastic League (UIL)
Stakeholders & Community Served:
Office of Institutional Diversity and the Division of Diversity, Equity & Inclusion

Core Functions & Services:
Finance, business, and administrative functions

Programs & Initiatives:
Financial accounts, grants, endowment oversight, financial planning, funding analysis and trends, quarterly reports, scholarship awards, stipend processing, reconciliation and purchase processing

Changes Due to COVID-19:
- Due to remote work, all business team meetings are conducted online using Skype or ZOOM for Business.
- The Director of Administration & Finance continues to provide COVID-19 updates related to TTU to the leadership and business teams in the Office of Institutional Diversity and the Division of Diversity, Equity & Inclusion.
- In order to continue day-to-day business operations efficiently and streamline approval processes, the implementation of digital signatures has been incorporated.
- Update and provide weekly COVID-19 expense reports to Accounting Services.
COMMUNITY OUTREACH & ENGAGEMENT

**Stakeholders Served:**
Community, alumni, and institutional partners

**Core Functions & Services:**
Serves as the Office of Institutional Diversity’s liaison for community engagement, outreach and partnerships and establishes, enhances, and collaborates with community individuals, organizations, alumni groups, and institutional partners to further the mission and initiatives of the Office of Institutional Diversity

**Programs & Initiatives:**

**Changes Due to COVID-19:**
- Pertinent information from city and state governments and community organizations related to COVID-19 is being disseminated to the Office of the Chief Diversity Officer & Vice President and the Division’s leadership staff.
- Regular discussions continue with representatives of the Lubbock Apartment Association and the Texas Apartment Association and students and parents, as numerous parents and students have contacted OID with issues related to leasing agreements and desired relief due to the pandemic.
- Relevant information, opportunities, and resources related to the business community are being exchanged via the Lubbock Chamber of Commerce’s webinars and virtual meetings.
- Updates from area school districts are shared weekly with the Office of the Chief Diversity Officer & Vice President and the Division’s leadership and staff.
- Relevant information is being shared with area pastors via email and ZOOM meetings.
- Parents and students seeking financial assistance with leases have been referred to the CARES Act grant funding resources through the Office of Financial Aid.
- Ongoing: Assisting community organizations and alumni groups to modify or postpone scheduled spring and early fall activities and events (e.g. Black Graduate Convocation, Lubbock Arts Festival, Lubbock County Census Day, 4th on Broadway, El Grito, etc.)
TTU FACULTY SUPPORT

Stakeholders & Community Served:
Texas Tech University faculty & administrators

Core Functions & Services:
The TTU OID is the singular entity on the Texas Tech campus responsible for providing faculty with support and resources for diversity, equity, and inclusion efforts in addition to providing funding for faculty resource groups on campus.

Programs & Initiatives:
Provides resources and support for faculty workshops, trainings, cultural celebrations, research opportunities, seminars and conferences, receptions, special events, panels, grants, funding opportunities, community engagement sponsorships, recruitment through the faculty job database for diverse hires, diversity and inclusion reports and surveys, support for employee resource groups, and data trends addressing topics of diversity, equity, and inclusion as it relates to faculty

Changes Due to COVID-19:
- The Faculty of Color Reception traditionally held in the spring was cancelled due to the pandemic. Arrangements are being made to facilitate a reception in the fall, pending further guidance from TTU and campus events.
- The President’s Excellence in Diversity & Equity Awards, in addition to the President’s Excellence in Gender Equity Awards, were announced, and all faculty, staff, and student award recipients were notified. Pending further guidance on campus events, a recognition reception may take place in the fall.
- The Office of Institutional Diversity Multicultural Scholarship, the Bidel Aguero Endowed Scholarship, and the Celebrate Diversity Success Scholarship were marketed via online platforms, and recipients were notified in June.
- Faculty & Staff Association funding has been suspended for the duration of fiscal year 2020.
- The National Registry of Diverse & Strategic Faculty jobs board subscription fees have been decreased for fiscal year 2021.

Faculty Search Process

Core Functions & Services:
- Provides training on requirements of federal and TTU policy regarding Affirmative Action and EEO regulations for hiring faculty
- Provides guidelines for advertising open faculty positions
- Offers strategies for recruiting a diverse group of qualified faculty candidates; Approves faculty job ads
- Hosts a four-hour Faculty Search Committee Workshop to educate faculty search committee members about issues such as inherent bias and power dynamics/group dynamics in the faculty hiring process
- Provides funding for advertising in publications/websites that appeal to women and faculty candidates of color
- Assists with certification of faculty searches to ensure compliance with TTU policy and federal law
- Provides advice, resources, and strategies for recruiting diverse faculty candidates
- Provides funding for airfare and lodging for diverse faculty candidates

Programs and Initiatives:
Faculty Search Committee Chair Briefings; Faculty Search Committee Workshops; OID funding for faculty job ads, support in the faculty search process, and visits by diverse faculty candidates

Changes Due to COVID-19:
- Faculty Search Committee Chair Briefings have been transitioned to an online format.
- Workshops have been postponed, and a video highlighting selected elements has been added to HR’s employee training website.
- Review of faculty job ads and certification of faculty searches remains unchanged.
- Funding for advertising open faculty positions remains unchanged.
- In recognition of limited higher education budgets due to the pandemic, a discounted subscription fee for The National Registry of Diverse & Strategic Faculty Jobs Board and Candidate Database has been implemented for current, past, and prospective college and university subscribers.
**TTU STAFF SUPPORT**

**Stakeholders & Community Served:**
Texas Tech University Staff

**Core Functions & Services:**
Focuses on staff development and support in diversity, equity, and inclusion initiatives across the institution with the inclusion of designated staff members (LEAD Fellows) in each college acting as liaisons between the Office of Institutional Diversity and each respective college.

**Programs & Initiatives:**
Works with designated LEAD Fellows appointed by each college to promote education, diversity training, and inclusive programming.

**Changes Due to COVID-19:**
- All LEAD Fellows programs and funding support has been suspended in light of the COVID-19 pandemic. Funding is expected to resume in fall 2020.
- Due to the COVID-19 pandemic, funding for diversity activities has been temporarily suspended. OID will revisit funding opportunities after September 1, 2020.
MCNAIR SCHOLARS PROGRAM & MCNAIR EXPLORERS PROGRAM

(U.S. Department of Education TRIO Grant)

Stakeholders & Community Served:
First-generation, low-income, and underrepresented undergraduate student populations

Core Functions & Services:
Undergraduate Research Opportunities and Graduate School preparation through seminars, workshops, faculty mentoring, and weekly 1:1 meetings with staff

Programs & Initiatives:
Provides a series of workshops to increase graduate degrees awarded to students from underrepresented segments of the community 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

Student Advising/Meetings:
Support and resources were provided to all Scholars and Explorers working to complete online classes.

“During the fall 2018 semester, I started in the McNair Scholars Program, which kind of kick-starts things for undergraduates to get into graduate school programs.”

Colton Hernandez
Biochemistry,
College of Arts & Sciences
Changes Due to COVID-19:

- The conference trip to Kent State University for a National McNair Conference was canceled.

- The graduate school visit to the University of Texas at Austin was also canceled. Staff are looking at options for a virtual tour or in-person tour later in the year once conditions allow. These experiences are a component of fulfilling the McNair Grant, as they provided opportunities for the Scholars and Explorers to experience graduate level work, a chance to present their research to a larger audience, and introduction to graduate schools other than Texas Tech. These trips and conferences help prepare participants for applying and attending graduate school.

- As a result of COVID-19, the McNair Research Symposium and Senior Recognition Ceremony were canceled. Juniors presented virtually to the McNair Community. Graduation packets, which included a lapel pin, honor cord, and a book on Dr. Ronald E. McNair, were mailed to each graduating senior. Each graduating senior was highlighted in the McNair newsletter and on social media. The GRE prep course was also moved to a weekly ZOOM meeting.

- The Summer Research Internship proceeded virtually. Participants met as a group each week in June and July via ZOOM. Individual meetings were also held with the Scholars each week by ZOOM. Additionally, undergraduate research with Faculty Mentors was conducted virtually.

- The Summer Research Internship was held over eight weeks during June and July completely online. McNair Scholars participated in a Personal Statement Bootcamp and produced a draft of their personal statement in preparation for applying to graduate school.

- McNair Scholars also adjusted their research to the online environment during the pandemic. Students adjusted their projects in a number of ways, such as using existing data for analysis, wrote extended literature reviews, and some even changed their topic completely using the summer to write a new proposal.

- All 13 McNair Scholars participated and presented at the UCLA Virtual McNair Conference at the end of July. Students also participated in workshops and a graduate school fair during the conference.

- Fall 2020 will be conducted virtually. All weekly seminars regarding research methods and graduate school applications will be via ZOOM.
MILITARY & VETERANS PROGRAMS

(MVP)

Stakeholders & Community Served:
Veterans and Military-Affiliated Students in Undergraduate, Graduate and Law School

Core Functions & Services:
Military & Veterans Programs places emphasis on developing a support structure and culture for veterans and military-affiliated students that will attract and retain students to degree completion onto a successful future.

Programs & Initiatives:
Military & Veterans Programs has instituted unique programs at three key stages: transition from military to academic life, developing a veteran support system on campus, and transition to employment.

Changes Due to COVID-19:

- Blackboard Course: “Support: Military & Veterans Programs (MVP)” has been implemented for MVP student access to all necessary documents for state & federal benefits, along with access to the MVP team via the “MVP Virtual Lobby.” Access to the MVP virtual Lobby allows students to speak with an MVP staff member in real time, Monday through Friday, 8am-5pm.

- In order to continue offering a common area for MVP students and officials during the COVID-19 pandemic, the Stars and Stripes Cafe Guest Service was created. The Café opens with a guest host who is an expert in their field and is given this virtual platform to engage and inspire the MVP community.

- Tournament for Heroes, a scholarship fundraising golf tournament normally held each spring, was canceled due to COVID-19.

- The MVP Graduation Stole and Recognition Ceremony traditionally held on campus in May was canceled due to COVID-19. Alternatively, camo-tipped stoles were mailed to graduating veterans, and certificates were mailed to graduating family members.

- In May 2020, the Veteran Service Animal Graduation Patch was created to recognize the veteran’s service animal at graduation. The veteran receives a camo-tipped stole at graduation and now their service animal will be honored as well. MVP will present a camo-tipped patch to each graduating service animal to recognize their service to our great nation.

- MVP launched the Pure Connect phone system to enhance guest services, track call information, and provide staff training opportunities during the pandemic.

- The MVP Welcome Event and TechVet Boot Camp were both cancelled due to COVID-19. MVP is working to provide a virtual experience combining elements from each of these programs to be offered in September 2020.

- The TTU MVP Green Zone Program is a training program for faculty and staff designed to develop a campus community of support for veteran and family member students. Green Zone Training is not typically offered in the summer but will be moved to an online format starting in fall 2020.

- Since campus has been closed due to COVID-19, guests have not been able to visit the Wall of Honor in Drane Hall. The TTU Alumni Association is working with MVN - Military & Veteran National Alumni Network and MVP to create a virtual Wall of Honor to complement the future Techsan Memorial Plaza.
**Stakeholders & Community Served:**
TTU students, faculty, staff, and community partners

**Core Functions & Services:**
Facilitation and leadership of programming and advocacy efforts aimed at strengthening the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) community

**Programs & Initiatives:**
- Providing educational awareness and support of the LGBTQIA community through educational sessions, social activities, and signature programs

**Changes Due to COVID-19:**
- The Office of LGBTQIA Education & Engagement also continues to engage prospective students through participation in Red Raider Orientation’s Virtual Resource Fair.
- The LGBTQIA Faculty, Staff, and Graduate Student Association (FSGSA) continues monthly social gatherings remotely using ZOOM.

“Education is the first step to increasing diversity and awareness.”

Robert Konopa
Physics,  
*College of Arts & Sciences*
RAIDER EDUCATION

Stakeholders & Community Served:
All TTU students, student organizations, and student staff teams

Core Functions & Services:
Providing educational opportunities on diversity, inclusive leadership, civility and justice to individual students and student groups on campus

Programs & Initiatives:
Through partnerships across campus with faculty, staff, and students, Raider Education provides individual trainings, group workshops, and classroom curriculum support in a student-focused model that emphasizes inclusive actions on campus.

Student Advising/Meetings:
- All student inquiries and planning sessions have been moved to a virtual format.

Changes Due to COVID-19:
- Spring 2020 inclusive leadership and identity workshops with Recreational Services and Center for Campus Life’s Student Organization & Leadership training were postponed until Fall 2020 due to campus closure.
- Fall plans for programing and partnerships with Recreational Services, Center for Campus Life, School of Law, University Student Housing, Student Government Association and many more are scheduled for August and September with in-person and virtual formats.
- Collaboration meetings with student organization leadership, RaiderReady staff, and RRO staff have continued in a virtual space. Presentations on diversity and inclusion topics for RRO advisors and LGBTQIA panel discussions have continued as scheduled.
- All workshop materials are being designed and prepared for options for face to face and online environments for Fall 2020. Workshops and presentations will be offered in both formants, dependent on the host organization/department ability to offer safe social distancing requirements.
STUDENT INTERSECTIONAL LEADERSHIP COUNCIL (SILC)

Stakeholders & Community Served:
Undergraduate, graduate, law, health sciences, community members

Core Functions & Services:
Provides students with opportunities for growth focusing on intersectionality, interpersonal, and intercultural leadership development

Programs & Initiatives:
Delivers workshops, trainings, and campus-wide programs concentrating on areas such as advocacy, social justice, heritage celebrations, cultural competence, and global engagement. Students involved in SILC develop a greater sense of community leading to sustained engagement and retention.

Student Advising/Meetings:
Students meet one-on-one with the Director on a bi-weekly basis. During these meetings, students discuss their areas of need. This includes academics, culture and heritage, current events, and personal matters. Students also meet bi-weekly as an executive body to plan future campus engagement events. Due to COVID-19, all meetings have been moved to a virtual setting.

Changes Due to COVID-19:
- The campus-wide town hall, previously planned for March 2020, was postponed to the Fall 2020 semester.
- The remainder of the Spring 2020 heritage month programming moved to virtual, web and social media platforms. Womxn’s HERstory Month held the 2nd annual Phenomenal Women of Texas Tech campaign to nominate a phenomenal woman at TTU. Nominees received the official heritage month t-shirt sent via mail. Asian, Pacific Islander, Desi & Arab Heritage Month created a video featuring various APIDA faculty, staff and students defining what it means to be APIDA and short bios featured on the SILC website.
- SILC students are beginning the planning processes for Latinx Heritage Month, International Education Week, Campus Pride, and Indigenous Peoples’ Heritage Month. Students engage their peers on a weekly basis posting information pertinent to current events and culture.
- In August, SILC held its annual elections virtually and brought in four new representatives from various communities.
- Over the summer, SILC students worked virtually with the campus community to provide education on the Juneteenth celebration.
- The Latinx Heritage Month committee has begun work to provide opportunities for education and engagement, with events scheduled to take place virtually.
- Students are participating in specialized developments to gain more knowledge on issues facing the TTU campus, Lubbock community, and national landscape. The students are sharing the information virtually with their peers in order to foster a greater education and understanding of the affected communities.
- SILC student leaders will be participating in a virtual Division- led Student Leader Training this upcoming semester.

“...My work with SILC has contributed to the campus environment by providing students with an opportunity to not only find their voice, but use it to impart education and positive change in the Texas Tech community.”

Nefertiti Beck
Director of the Student Intersectional Leadership Council, Division of Diversity, Equity & Inclusion
**TRANSITION & MENTORING PROGRAMS**

*First-Generation Transition & Mentoring Programs (FGTMP)*

**Stakeholders & Community Served:**
Undergraduate & graduate first-generation college students
- K-12 administrators

**Core Functions & Services:**
Through peer mentorship, social engagement, and First-Gen Success Pathways, FGTMP supports First-Gen undergraduate & graduate students as they navigate each phase of their university experience leading towards graduation and beyond.

**Programs & Initiatives:**
Program Participants gain an expanded network of support in order to promote their personal, social, and academic well-being that fosters persistence & retention at TTU. FGTMP also hosts several signature experiences throughout the year such as First-Gen Week, Conversations with the Next Generation, and the newly revamped First-Gen Champions Institute and First-Gen Student Summit.

**Student Advising/Meetings:**
With the help of Peer Mentors, FGTMP facilitated a Wellness Check-In Campaign with all Mentees the week that virtual learning began. FGTMP also facilitated biweekly First-Gen Study Hall Sessions in order to engage and connect with Mentees. This included the use of the Blackboard Collaborate Ultra – First-Gen Virtual Help Desk for the nearly 25% TTU first-gen student population to utilize during the virtual learning season.

**Changes Due to COVID-19:**
- Graduating First-Gen Mentees Celebration & Recognition: Due to COVID-19 and the virtual learning season, FGTMP celebrated program participants and peer mentors who have participated in the program during their university experience in a combination of digital and physical formats. Students were spotlighted via social media and the website. In addition, students received a celebration package via mail.
- The “I’m First-Gen Summit” was cancelled to ensure the health of students, staff, faculty, and university guests. Future forward this program will be restructured into two unique experiences.
- FGTMP sponsored the First-Gen Summer Series that featured a live-stream component as well as a discussion platform of pre-recorded webinars by the NASPA Center for First-Generation Student Success. FGTMP had a total of 40 attendees across sessions, from 12 departments on campus and TTU-Waco and TTU Hill College.
- During campus closure, FGTMP was able to award scholarships to seven first-generation students, assisting students who were active participants in the FGTMP programming and had a financial need. Scholarship awards totaled $4,000 and ranged from $250 to $750 per student and will assist students financially as they continue their education at Texas Tech, complementing their engagement with the Peer Mentorship Program.
- Due to COVID-19, FGTMP had the opportunity to leverage digital technology (Zoom, Microsoft Teams) to connect with program participants and will continue to do so this fall by offering FGTMP signature programming digitally. By offering virtual programming, FGTMP will reach a wider population of students, including students who may be learning from home in fall 2020.
- FGTMP will be sponsoring a virtual, interactive First-Gen Fair during Raider Welcome to welcome first-generation students and program participants. Students will learn about FGTMP, Trio Student Support Services, McNair Scholars Program, and Raider Education while also being welcomed into the first-generation family and meeting other first-generation students.
- FGTMP will be piloting a new initiative, First-Gen Success Pathways, this fall. The Success Pathways will be a series of workshops and events tailored to each class year to guide them through their university journey. Events will be intentionally planned to provide interventions to common experiences faced by each class year.
STAKEHOLDERS & COMMUNITY SERVED:
Undergraduate & Graduate students from marginalized populations, faculty, and staff

CORE FUNCTIONS & SERVICES:
Through faculty and staff mentoring relationships, serves program participants with a special focus on minoritized and marginalized students by connecting them with a mentor, academic, career and leadership development.

PROGRAMS & INITIATIVES:
MT utilizes faculty & staff mentor relationships to guide students through the transition to college life and through the collegiate experience with a focus on cultural relevant mentoring and offering various activities that promote participants’ professional development, self-awareness, and cultural competency.

STUDENT ADVISING/METTINGS:
Mentors and Protégés were asked to maintain contact throughout the remainder of Spring 2020 and into the summer. The requirement to meet in-person was suspended. Mentors were provided with tools to maintain contact in addition to text communications. Virtual meeting tools include ZOOM, Skype, and video chat apps for mobile devices.

CHANGES DUE TO COVID-19:
- In lieu of the annual end-of-year celebration, graduating seniors were recognized on all social media platforms, in addition to receiving a personalized package on behalf of DDEI and OID.
- As a result of the pandemic, the annual Mentor Tech Spring Fling was also cancelled.
- Mentor Tech implemented “Mentor Tech Check-ins” via Instagram live to connect with students and mentors as many transitioned back home. Attendees had the opportunity to engage with alumni and one another to share talents, hobbies, and general updates on life.
- Despite COVID-19, Mentor Tech facilitated summer 2020 virtual academic progress meetings with students who were in danger of academic probation and/or suspension to provide additional support to students academically.
- Mentor Tech utilized the program’s social media presence to provide students with tips and resources needed to succeed after Texas Tech transitioned mid-semester to online classes only.
- While COVID-19 impacted many of the planned spring experiences, Mentor Tech was able to adjust and pilot the inaugural Mentor Tech scholarship for students enrolled in Summer II classes. Of the 25 applicants, the scholarship committee was able to offer awards to four Mentor Tech Protégés totaling $2,000.
- For the Fall 2020 semester, Mentor Tech has transitioned all of its programming to a virtual setting and will host activities that support mentor and protégé virtual interactions. Mentor Tech will also host office hours twice a week during the Fall 2020 semester in order to connect with and support program participants and stakeholders.
- Despite the transition to remote working, Mentor Tech staff was able to facilitate several Mentor Cluster Leader (MCLs) Team meetings this summer using a virtual platform. During these meetings, Mentor Tech staff was able to share updates on fall planning, roles and responsibilities, and new initiatives. The Mentor Cluster Leader team continued to provide information and offer intentional feedback to guide fall planning. There are an estimated 19 continuing MCLs with three new members for the Fall 2020 semester.

“I feel like I have a family here. To me, that makes all the difference.”

Juliet Owuor
Environmental Engineering, Edward E. Whitacre Jr. College of Engineering
TRANSITION & MENTORING PROGRAMS

DREAM Resource Center (DRC)

Stakeholders & Community Served:
Undocumented, DACAmented Undergraduate, & Graduate Students

Programs & Initiatives:
Provides resources and support to the DACA and DREAMer student population in addition to developing educational learning opportunities and workshops for faculty, staff, and students.

Core Functions & Services:
Serves students that identify as a DREAMer by educating, supporting, and advocating for undocumented students with or without Deferred Action for Childhood Arrivals (DACA). This includes developing faculty and staff trainings, student-leadership trainings, and offering resources specific to the DREAMer student population.

Student & Stakeholder Meetings:
- Student meetings were held virtually. Students can request face to face meetings for Fall 2020 by appointments.
- Dream Advisory Council meetings were held virtually to continue planning for new initiatives and to work on the new DREAMer Ally Training.

Changes Due to COVID-19:
- Due to the pandemic and campus closure, the DREAMer Ally Training scheduled to pilot this summer has been postponed to a later date.
- The DREAM Resource Center aimed to pilot an updated DREAM Ally Training for staff and faculty to attend. This effort has been postponed to a later date this summer due to COVID-19. Other future programs include Financial Aid Preparedness Workshop and a Know Your Rights training open to students, faculty, and staff. This effort was postponed to a later date in Fall 2020.
- The DREAM Resource Center recognized all graduating DREAMers via the DRC website homepage.

“The Dream Resource Center has allowed me to find a home at Texas Tech where I feel part of a larger community. They have worked hard to bring awareness and promote a comfortable and safe environment for undocumented students. I will be forever grateful for all their support in helping me reach my goals at TTU.”

- Anonymous Texas Tech DREAMer
TRANSITION & MENTORING PROGRAMS

AVID First Year Experience (AFYE)

Stakeholders & Community Served:
Incoming first-year and/or first time at Texas Tech undergraduate students

Core Functions & Services:
Offers in and out of the classroom support to first-year students entering Texas Tech University and enrolled in the AVID RaiderReady Section

Programs & Initiatives:
Program components enable first-year students to effectively navigate the academic, social, and personal situations that college creates through coursework and comradery among other first-year students.

Changes Due to COVID-19:
• To continue to offer services to AFYE student participants, virtual meetings and routine check-ins were implemented.

• As AVID FYE is a fall experience, the program was not directly impacted by COVID-19 due to the fall first-year seminar course ending at the conclusion of the fall 2019 semester.

• Despite COVID-19, AVID First Year Experience was able to continue to foster and maintain a partnership with the College of Education to support a new cohort of Fall AVID students. These students will continue to benefit from the AVID success principles, which include the implementation of the W.I.C.O.R. study strategies.

• First-Year students participating in AVID FYE in the fall will meet in-person as part of the RaiderReady RRP1100 course, while practicing social distancing and utilizing a face covering. This aligns with the TTU Commitment for first-year students. 80% of the 1000 level courses will be offered using a mixture of face-to-face and hybrid (combination of face-to-face instruction and online learning) instruction.

• AVID FYE students will connect with and be supported by an AVID Student Ambassador who will enhance their transition to university life at Tech, be actively engaged in and out of their RRP1100 course, and remind them about relevant campus events and activities. Additionally, Student Ambassadors will support AVID FYE Students in navigating a variety of new software and virtual meeting technology such as Zoom, Teams, and/or Skype.

• Due to the financial impacts of COVID-19, leveraging university resources is critical. AVID FYE students will be invited to participate in the Division of Diversity, Equity, & Inclusion’s fall collaborative series that promotes student academic, health, well being, and cultural growth. These programs are sponsored by various units across the Division and will yield a positive impact for AVID First-Year students by introducing them informally to other programs of which they can choose to be a part.

“Through this program, I was given opportunities to network, develop academically and professionally and give back to my community”

Ximena Chavez Reyes
Anthropology, College of Arts & Sciences & Advertising, College of Media & Communication
TRIO STUDENT SUPPORT SERVICES

Core Functions & Services:
Services offered through TRIO SSS facilitate and support program participants’ academic success, personal growth, and development.

Programs & Initiatives:
Provides academic advising, career advising, financial aid assistance, peer tutoring, and graduate school preparation in addition to leadership development and a supportive community focused on empowering students to succeed

Changes Due to COVID-19:
• Financial literacy education continued to be offered through a contracted service with Financial Literacy 101 (www.financialliteracy101.org), as well as online one-on-one coaching with TTU's Red to Black Peer Financial Coaching Program.
• Study Nights - In collaboration with First-Generation Transition and Mentoring Programs (FGTMP), Mentor Tech, and The Learning Center, TRIO SSS hosted bi-weekly Study Nights. During these events, participants were provided with time and space to receive tutoring, study with peers, or study independently. During the transition to online learning, FGTMP continued with a modified version of the Study Night events via ZOOM. TRIO SSS participants who are FGTMP participants had access to the program.
• In an effort to support graduate school preparation and enrollment, TRIO SSS staff organizes an annual trip to visit graduate programs. The spring 2020 trip was scheduled for March 15 – 17; however, it was postponed due to the COVID-19 pandemic. The originally planned trip included visits to Oklahoma State University, University of Tulsa, The University of Oklahoma, and Oklahoma State University Center for Health Science.
• Cultural enrichment events offered to TRIO SSS participants are designed to expose program participants to activities that are not usually available to disadvantaged students. Due to the COVID-19 pandemic, planned events to Palo Duro Canyon and the Amarillo Zoo were cancelled. In lieu of these events, students were encouraged to communicate with fellow participants via the program’s GroupMe chat group.
• All services continued to be provided remotely during the COVID-19 pandemic. Specifically, peer tutoring was facilitated through Blackboard Collaborate Ultra. Program participants have continued to have access to tutoring through a contracted service with the vendor Tutor.com.
• All other advising services were provided by TRIO SSS professional staff who assisted students via email, phone calls, and Blackboard Collaborate Ultra. Through remote meetings, TRIO SSS staff continued to assist students in a variety of ways, which included 2020 course registration, graduate, and professional school admissions, completing financial aid processes, navigating questions related to the credit/no credit grading option, and more.
• Tutoring remained online throughout the summer with the inclusion of two student assistants/tutors to provide online tutoring in conjunction with the online resource tutor.com. These same services will continue online in Fall 2020. TRIO SSS will increase the number of available student assistants/tutors to five in order to provide tutoring to the majority of classes taken by TRIO SSS students.
• New Participant Orientation will be held virtually this fall. TRIO Staff will continue to introduce new participants to all the resources available to them as SSS students.
• All workshops and events for Fall 2020 will be held virtually. TRIO Staff has been able to adapt all TRIO SSS programing to an online environment.
• TRIO Staff is exploring options to hold career and culture events virtually that have typically been held as trips to sites. More information will be made available as planning continues.
ADDITIONAL EFFORTS BY OUR TEAM

The Division of Diversity, Equity & Inclusion continued efforts to represent Texas Tech University at national conferences and meetings that are crucial to advancing inclusion and equity for higher education administrators and educational policy. As many of the conferences and meetings shifted to a virtual format, Texas Tech continued through participation.

Changes Due to COVID-19

The Hispanic Association of Colleges and Universities (HACU) hosted the 25th National Capitol Forum on Hispanic Higher Education virtually, which included meetings with Texas congressional and senatorial representatives. Texas Tech University administrators participated throughout the virtual forum to gain new insights and information related to educational policies, grant opportunities, and current state of affairs for Hispanic Serving Institutions.

Over the past two years, staff and student leaders in the Division of Diversity, Equity & Inclusion have attended the National Conference on Race & Ethnicity (NCORE). NCORE serves as the leading national forum on issues of race and ethnicity in American higher education. This year, the National Conference pivoted to Connection 2020: An NCORE Experience to engage registered attendees virtually, where staff and students represented Texas Tech University.

The ability to celebrate graduating TTU students and welcome incoming students to Texas Tech University is important in upholding an inclusive campus environment. COVID-19 presented opportunities to celebrate recent graduates through online graduation celebrations and welcome new students through intentional welcoming video messages.

• DDEI assisted student leaders in organizing the Virtual Hispanic/Latino/a/x Convocation where a commemorative lapel pin was designed that represent this unique time and cultural roots of Hispanic/Latino/a/x student graduates. Over 200 graduates participated and received the commemorative lapel pin.

• Black Convocation is hosted each year, and, this year, the student planning committee held the Convocation online through video messages featuring Black alumni, faculty, and staff. Each graduate received the TTU 2020 Kente Stole. The Division assisted the student planning committee through sponsoring the mailing of the stoles.

• In partnership with TTU Housing, each year divisional staff volunteer to assist during move-in weekend. In order to comply with changes in the structure of move-in and to align with safety protocols, instead of volunteering at move-in, the Division created a welcome video for all students moving into the residence halls. The video was integrated into a larger welcome video of various TTU units and individuals across campus.

• As efforts to meet students in-person at Red Raider Orientation moved to a virtual environment, recruitment for Divisional programs posed an opportunity to create a virtual video & email campaigns ‘You Belong Here’ and ‘First-Gen Red Raiders.’ The videos featured various divisional staff and students to build excitement for joining one of the many divisional programs. Over 6,000 students received these video and email messages.
Stakeholders & Community Served:
K-12th grade schools, students, clubs, organizations, families and community partners

Core Functions & Services:
Provides the K-8 community with access points into higher education through programming and scholarship opportunities

Programs & Initiatives:
Programming includes on-campus instruction, campus site visits and tours, organizing residential and non-residential summer camps, and community-wide events for K-8 students within the Lubbock community and surrounding areas.

Changes Due to COVID-19:
• Virtual programming replaced traditional residential summer camps. All participants (80) received a scholarship to attend. College Connect Student Assistants served as summer Virtual Camp Counselors and 10 instructors were hired for content development and presentations. Participants received camp-start packages that consisted of materials used for the virtual program projects.
• The annual Back to School Fiesta served Lubbock area students and their families as a drive-thru event. Student participants of the drive-thru event received free school supplies to begin the upcoming academic year. The event distributed approximately 1,060 school supply kits and served 401 vehicles.
• College Connect worked with Undergraduate Admissions to promote the UA Virtual Tour website in lieu of College Connect Campus Visits. The Promotional Item Request form offered by College Connect resumes in September for educational partners.
• Bring TTU to You Programs will be available in October via a virtual format to engage 6-8 grade students in educational opportunities.
• Texas Alliance for Minorities in Engineering (TAME) organized their STEM Competition as a virtual meet for the spring of 2021. College Connect serves as the liaison between the schools and the organization for the 2020-2021 school year.

“College Connect is the means by which students come to understand what it is to be college educated, and how they can go about envisioning themselves in an environment that fosters success in higher education.”

Zoe Fugua
Student
**Stakeholders & Community Served:**
Texas Tech University students, Lubbock & Surrounding area K-12 Districts

**Core Functions & Services:**
Provides outreach to K-12 students to allow them the opportunity to continue learning and competing through chess competitions online

**Programs & Initiatives:**
Recruits students for Texas Tech University and the Texas Tech Chess Program while also ushering in Community Outreach (Online K-12 tournaments, lessons, events, etc.)

**Changes Due to COVID-19:**
- Expanding outreach to online participants via chess.com, chesskid.com, and ZOOM
- All staff and student meetings are conducted virtually via ZOOM or over the phone.
- The TTU Chess program expanded outreach to online via chess.com, chesskid.com, and Zoom
- Team building activities were delivered via socially distanced online meetings
- TTU Chess also fully conducted virtual chess camps for kids across the country, providing a unique combination of outreach and advocacy
- Weekly virtual training sessions from the head coach for members of the A and B teams were also conducted online during the pandemic
- TTU Chess also developed online chess tournaments drawing K-12 students from around the globe to compete.
- The creation and deployment of a Twitch channel was also launched, enabling family members to observe their child’s game from anywhere in the world

"Thanks to the Texas Tech Chess Program, and specifically our coach, Grandmaster Alex Onischuk, I managed to become a Grandmaster and reach a 2625 FIDE rating."

Evgeny Shtembuliak  
Marketing Major,  
Jerry S. Rawls College of Business
**UNIVERSITY INTERSCHOLASTIC LEAGUE (UIL)**

**Stakeholders & Community Served:**
High school students, coaches, and teachers

**Core Functions & Services:**
Assists high school students and coaches with participation in competitive athletic competitions, as well as participation in regional and invitational academic UIL competitions.

**Programs & Initiatives:**
Hosts UIL regional academic and athletic competitions for high school students from across the state with the opportunity to visit the Texas Tech University campus by providing high school students with unbiased competitions, quality venues, and promoting partnerships and collaborations with local and regional educators.

**Changes Due to COVID-19:**
- TTU UIL offered virtual math summer experiences to include four sections: Number Sense, Calculator, Mathematics, and Science.
- All spring 2020 Regional UIL events were cancelled. UIL scheduled the regional Cross Country meet for November with an adjusted competition schedule to practice proper social distancing and safety guidelines.