I am pleased to present this year’s annual report outlining the many accomplishments of the Office of Institutional Diversity (OID) and the Division of Diversity, Equity & Inclusion (DDEI). The recent accomplishments of Texas Tech University remain unprecedented, as do the achievements of OID and DDEI. In spring 2021, for the 10th consecutive year, INSIGHT Into Diversity magazine named Texas Tech University a Higher Education Excellence in Diversity (HEED) winner, and for the sixth time, Texas Tech was named a Diversity Champion. Texas Tech has earned both honors in each year they’ve been awarded by the magazine and is one of just seven schools to be named a 10-time HEED award winner.

Over the course of the previous non-conventional academic calendar year, OID and DDEI have sought to further integrate themselves into the core mission of Texas Tech University and help advance the University’s fundamental values of inclusive excellence, access, and equity.

This year’s report covers a variety of efforts including national recognitions for Texas Tech’s programs supporting higher education diversity, the advancement of diversity services and initiatives across the campus and, of course, its commitment to military veterans and their dependents. OID and DDEI have dramatically increased the number of students served, staff supported, faculty interacted with, and scale of community engagement and partnerships.

Having become designated as a Hispanic Serving Institution (HSI) in 2019, Texas Tech University continues to be enthusiastic about leveraging its status as both an HSI and Carnegie R1 Institution to maximize academic and professional opportunities for all students.

Please continue to read and enjoy how the Office of Institutional Diversity and the Division of Diversity, Equity & Inclusion are helping the University continue to exemplify its motto, “From here, It’s possible.”
Mission: The Office of Institutional Diversity (OID) and the Division of Diversity, Equity & Inclusion (DDEI) work throughout Texas Tech University to foster, affirm, celebrate, engage, and strengthen inclusive communities through diversity, equity, and inclusion. Using this framework as the foundation, OID facilitates and supports transformative opportunities that support the University Strategic Plan: to educate and empower a diverse student body, to enable innovative research and creative activities, and to transform lives and communities through strategic outreach and engaged scholarship.

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

Vision: At Texas Tech we Foster, Affirm, Celebrate, Engage, Strengthen inclusive communities.
Faculty Search Committee Chair Training
Faculty Search Committee Chairs are required to be trained to comply with federal Affirmative Action and Equal Employment Opportunity guidelines and TTU policy with respect to recruiting and hiring diverse candidates for open faculty positions. The OID provides this training and monitors the posting of faculty jobs and compliance with federal regulations and TTU policy.

The National Registry of Diverse & Strategic Faculty
OID hosts TTU’s own national faculty jobs board and candidate database for institutions of higher education seeking to advertise open faculty positions and recruit diverse faculty candidates.

Diverse Faculty Candidate Recruitment Funding
OID provides funding for Faculty Search Committees to advertise for and bring diverse candidates to TTU for on-campus interviews.

Faculty Search Committee Training
With a half-day Faculty Search Committee Chair Workshop, the OID launched an effort to transition TTU’s faculty search committee training process from a one-hour Search Committee Chair briefing that focuses on compliance with federal guidelines and TTU policy to a half-day of training for all members of a faculty search committee that emphasizes the broader issues of inherent bias, internal impediments to a successful search process, and ensuring a fair and thorough review of applicants. The Workshop is hosted in order to train all members of TTU Faculty Search Committees to recruit a diverse and inclusive group of candidates for open faculty positions at Tech and to hire diverse and inclusive qualified candidates for open faculty positions. The Workshop represents OID’s recognition that, if real progress is to be made in creating a truly diverse and inclusive faculty that is reflective of the demographics of the student body, then the entire faculty search committee should be given the tools and resources necessary to recruit and hire diverse and qualified candidates for open faculty positions. Due to COVID-19 restrictions, Faculty Search Committee Workshops were conducted virtually in the 2020-2021 academic year.

L.E.A.D. Fellows Program
To further engage university staff on diversity, equity, and inclusion initiatives, two years ago, the Office of Institutional Diversity developed the L.E.A.D. (Leaders Engaged in Advancing Diversity) Fellows Program, a program with direct appointments from each college Dean for selected staff. The L.E.A.D. Fellows Program is instrumental in providing strategies and resources to staff in each College so that they can craft diversity-related initiatives that best fit their college’s needs.

Faculty & Staff Association Funding
The OID provides funding for activities hosted by the TTU Black Faculty & Staff Association, the Korean Faculty Association, the TTU Latino/Hispanic Faculty & Staff Association, the Association of Chinese Faculty and Staff at Texas Tech University, the New Asian American/Pacific Islander Faculty & Staff Association, and the LGBTQIA Faculty/Staff/Grad Student Association. Funded activities include cultural events, speakers, panel discussions, and receptions.

Promoting Inclusive Excellence through Funding
The OID provides resources and funding to faculty, staff, colleges, and departments to support a campus climate that celebrates the many cultures and populations that make up Texas Tech.

Faculty Excellence Funds
Along with funding from the President’s Office and the Provost’s Office, the OID provides funding opportunities to all TTU colleges to facilitate the hiring of, research conducted, and travel by diverse faculty.

Scholarships
OID supervises the awarding of multiple diversity scholarships: $500 Multicultural Faculty and Staff Association Endowed Scholarships; $500 Bidal Aguirro Endowed Scholarships, and the $500 Diversity Success Scholarships.

President’s Excellence in Diversity & Equity Awards
Every spring, the OID honors recipients of the President’s Excellence in Diversity & Equity Awards. Nominated by Texas Tech students, staff, and faculty, six individuals are recognized for their contributions in advancing diversity, equity, and inclusive excellence at Texas Tech. Award recipients are recognized for going above and beyond their roles in promoting a welcoming campus climate, fostering a campus community of mutual respect, academic and intellectual inquiry and freedom, and providing outstanding service to equity and diversity enhancement at Texas Tech. Since the inception of the program in 2004, over 60 members of the Texas Tech community have been recognized. The OID hosts the event for the Texas Tech President in order to honor and recognize those on the TTU campus who have worked to address issues of diversity, equity, and inclusion. This event is the only annual recognition by the President of TTU faculty, staff and students involved in promoting diversity, equity, and inclusion on the Texas Tech campus.

Celebrate Diversity Scholarship Banquet
The OID hosts the event and features a nationally renowned speaker in order to raise funds for student scholarships, raise the profile of the OID and the DDEI, and emphasize the importance of diversity, equity, and inclusion in the community and at Texas Tech. The Celebrate Diversity Scholarship Banquet is the OID’s signature fundraising event of the year. All profits from the event go directly to student scholarships. At the Celebrate Diversity Banquet, the Robert L. Duncan Community Champion Award is given to a member of the community who has been a leader in serving residents of the Lubbock area. The Inclusive Excellence Award is given to faculty and/or staff members employed by Texas Tech who exemplify the ideals of diversity, equity, and inclusion.

This year, the OID hosted a virtual event with guest speaker Dr. Melissa Harris-Perry, professor, author, and media professional. The event recognized the Inclusive Excellence Award recipients were Texas Tech professors, Dr. Angela Lumpkin and Dr. Kirsten A. Cook. The Senator Robert L. Duncan Community Champion Award recipient was long-time Lubbock physician, Dr. Damon H. Hill, Jr.

Endowed Scholarships; and the $500 Diversity Success Scholarship Banquet is the OID’s signature fundraising event of the year. All profits from the event go directly to student scholarships. At the Celebrate Diversity Banquet, the Robert L. Duncan Community Champion Award is given to a member of the community who has been a leader in serving residents of the Lubbock area. The Inclusive Excellence Award is given to faculty and/or staff members employed by Texas Tech who exemplify the ideals of diversity, equity, and inclusion.

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2020 El Grito! Celebration

In observance of the Hispanic/Latinx Heritage Month, the annual El Grito! Celebration was presented virtually on September 15th. El Grito honors the legacy of Mexico’s declaration of independence from Spain while also sharing history and cultures of Puerto Rico and 19 Latin American countries. Texas Tech students, faculty, and staff shared short narratives regarding each of the countries that separated from Spain and the countries’ subsequent declarations of independence. The Most Rev. Plácido Rodríguez, C.M.F., Bishop Emeritus of the Catholic Diocese of Lubbock gave the official El Grito. The celebration streamed on the Division’s webpage, YouTube, and was shown KTTZ-TV and LISD-TV.

Register Red Raiders

In collaboration with Texas Tech Athletics, University Student Housing, and the Honors College, the Office of Institutional Diversity coordinated an effort to have TTU faculty, staff, and students deported to register members of the university community to vote. On Saturday, September 26th, 75 Red Raider fans registered during the football game against the University of Texas.

The Black Women in the Academy Recognition & Panel Discussion

The Black Women in the Academy Panel Discussion & Recognition was Thursday, October 22nd. The event, Texas Tech Black female professors were recognized for their contributions to The Academy. Honorees included Ms. Earnstein Dukes, Dean of Texas Tech University Libraries; Dr. aretha marbley, Professor, Educational Psychology & Leadership; Dr. Raegan Higgins, Associate Professor, Mathematics & Statistics; Dr. Debra Lavender-Bratcher, Assistant Professor, Social Work; Dr. Faith Maina, and Dr. Mary Murimi. Dr. Carol Sumner, Vice President and Chief Diversity Officer, served as the moderator of the discussion.

MLK Day of Service

MLK Week was held January 15th – 25th, the theme for the week was Celebrating Unity in Community. MLK week offered programming opportunities that included a kickoff celebration, community panels, an inauguration watch party, a movie screening, an Anti-Racism and Anti-Blackness workshop, a self-paced march, an art exhibit from students in LSD, and a community service program at Lubbock Meals on Wheels. Partners for the week included University Student Housing, Student Government Association, University Libraries, Student Activities Board, Women & Gender Studies, Office of LGBTQIA Education & Engagement, Center for Campus Life, and multiple units in DDEI.

The celebration streamed on the Division’s webpage, YouTube, and was shown KTTZ-TV and LISD-TV.

The Chat

On Tuesday, November 17th, the TTU Men of Color Initiative presented “The Chat,” a virtual forum for candid conversations on relevant topics that affect men of color. Students, faculty, and staff collaborated in the event designed to provide learning and sharing to work towards improving the overall experiences of men of color at Texas Tech University.

Black History Month African American Lecture with Dr. Eddie Glaude, Jr.

In celebration of Black History Month, the African American Lecture Series presented “An Evening with Eddie Glaude” virtually on Thursday, February 25th. Dr. Glaude is the James S. McDonnell Distinguished University Professor and Chair of the Department of African American Studies at Princeton University. He frequently appears in the media as a columnist for TIME Magazine and as an MSNBC contributor on programs such as Morning Joe and Deadline Whitehouse with Nicolle Wallace. He regularly appears on Meet the Press on Sundays. He also hosts Princeton’s AAS podcast, a conversation addressing the field of African American Studies and the Black experience in the 21st century.

Community Healing Spaces

The Community Healing Spaces launched in the fall to provide a space for BIPOC (black, indigenous, and people of color) faculty, staff, and students to come together as a community and process healing from racialized trauma. The spaces have continued through the spring semester.

Hispanic Convocation

Hispanic Convocation was hosted through DDEI for December graduates of TTU, TTUHSC, and TTU El Paso. Approximately 40 students participated.

Diversity Week

Diversity Week is a week dedicated to celebrating and understanding the importance of diversity throughout the community and Texas Tech University. Diversity work is hosted by the Student Activities Board. DDEI participated in Diversity Week by hosting an interactive activity where individuals could select their city, state and/or country of origin.

Ella Baker & the Black Freedom Movement: A Radical Democratic Vision Book Club

In partnership with units across Texas Tech, Wichita State University, Eastern Illinois University, and Western Governors University, the book club honored Black Women’s History during the two months with a theme centered around Black Lives Matter and #SayHerName movements. The series intended to celebrate the accomplishments of Black women, which are often invisible and overlooked. Each book club session features various speakers and keynotes.
HONORS & ACHIEVEMENTS

2020 Higher Education Excellence in Diversity (HEED) Award

2020 Campus Pride Index
5 out of 5 stars

2020 INSIGHT into Diversity – Diversity Champion

2020 Title III and Title V Designation as an Eligible Institution

2020 NASPA First Forward Designation

2020 Texas Tech University Named Chess College of the Year

2020 Military Times Best for Vets Employers

2019 Military Times Best for Vets College
INCLUSIVE GRADUATION CELEBRATIONS

Virtual Latino/a/x Convocation (Fall 2020)
Due to the continued COVID-19 restrictions, in fall 2020, DDEI hosted a virtual Latino/a/x Convocation celebration for fall 2020 graduates. The virtual experience included graduates submitting their photos and "Mil Gracias"/"A Thousand Thank-you's" feature on the DDEI webpage. Fifty-eight graduates received the Hispanic/Latino/a/x Convocation commemorative lapel pin uniquely designed for Texas Tech.

The lapel pin design incorporates Hispanic/Latino culture with a colorful cultural stole feature along the border that represents the many countries within Latin America. At the center is the state of Texas and the Texas Tech Double T to represent the heart and dedication of the graduate. Keeping TTU and the state of Texas at the heart of the design with the inscription Alumni translated from English to Spanish, Alumnos, to show pride as alumni and Hispanic/Latina/x culture. The banner with the inscription, DESDE ACUA, ES POSIBLE, is the translation of From Here, It's Possible to represent the possibilities that Hispanic/Latina community achieved and will continue excelling by earning a degree from TTU.

Hispanic Convocation (Spring 2021)
Spring 2021 graduates were able to attend the Hispanic Convocation hosted by the alumni group Raiders Rojos. Raiders Rojos partnered with the Division of Diversity, Equity & Inclusion to continue providing the commemorative lapel pin to graduates. Over 150 graduates received their cultural stole, which are handmade by students from Lubbock High School.

Black Convocation (Fall 2020 and Spring 2021)
The student-led Black Convocation committee sought sponsorship with the Division of Diversity, Equity & Inclusion to provide virtual experiences for fall 2020 and spring 2021 Black convocation ceremonies. The Division worked with the convocation committee to mail the Kente cloth stoles to 210 graduates in the fall 2020. For the spring 2021 ceremony, the Division coordinated with the convocation committee to organize pick-up and mailing of the Kente cloth stoles to 228 graduates. The spring 2021 celebration featured a video of various administrators and alumni congratulating graduates. Dr. Sonya Sloan, class of 1994, was the guest speaker congratulating the graduates.

Lavender Graduation (Spring 2021)
Lavender graduation recognizes graduating Lesbian Gay Bisexual Transgender Queer (or Questioning) Intersex Asexual LGBTQQA and allied students. Spring 2021 provided in-person and virtual opportunities to recognize each graduate. The Office of LGBTQIA Education & Engagement provided the opportunity for graduates to receive a photo opportunity and compiled a yearbook and short video showcasing the participating LGBTQQA graduates. Graduates had the opportunity to reflect on their time at TTU, share lessons they learned, and honor the mentors who shaped the person they are today. Participants received a Lavender Honor Cord, Lavender Scholar lapel pin (graduate students), and a certificate. Those who were unable to pick up Lavender graduation materials had them mailed to them.

MVP Stole Ceremonies (Spring 2021)
Military & Veterans Programs awards a special camo-tipped stole to graduating TTU veteran and service members. Graduating family members are awarded a special graduation cord. Spring 2021 provided an in-person opportunity to recognize 27 TTU veterans, service members, and family members. Graduates not able to attend in person were mailed their graduation items. Each graduate was photographed during the event and received a copy of the photo electronically.

DDEI Celebrates Grads (Spring 2021)
The First-Generation Transition & Mentoring Programs, McNair Scholars Program, Mentor Tech, and TRIO Student Support Services partnered through the Division of Diversity, Equity, & Inclusion to provide a come-and-go style experience that recognized spring 2021 graduates from each unique program. At this experience, students were able to meet with program staff, share a little about the next steps, and gather unique tokens of celebration from each program they were involved in to prep them on their way towards graduation. Graduating students also had the opportunity to take a photo with the Masked Rider, who was also present at the event. TTU graduating students were also celebrated via social media through live interviews celebrating their milestone accomplishment and getting on-the-spot advice for future Red Raiders. Having a modified in-person experience was important to program participants, staff, and faculty, especially after having some limited in-person connections over the past year. It was important that a space was created for folks to celebrate in a safe and meaningful way.

First-Generation Transition & Mentoring Programs
The First-Generation Transition & Mentoring Programs (FGTMP) recognized program participants graduating in the fall 2020 semester through a social media spotlight via Instagram while offering them the FGTMP Cord that demonstrates their commitment in the First-Gen peer mentorship program while also celebrating this milestone moment in their personal and academic journey.

Mentor Tech
Mentor Tech recognized graduating program participants in the fall 2020 and spring 2021 semesters by celebrating them through social media spotlights via Instagram. In addition, Mentor Tech has traditionally provided graduating students with professional starter kit that includes a portfolio and business card holder so that these recent graduates are ready for success in any professional space they walk in post-graduation and beyond.

TRIO Student Support Services
There were 20 TRIO student graduates and they were gifted with a professional padfolio, medal, and certificate from the program. These students were also individually spotlighted via social media to celebrate this important milestone.

McNair Scholars Program
The McNair Scholars program recognized fall 2020 and spring 2021 graduating scholars via a virtual celebration where students shared their future graduate school plans and reflected on their experience at Texas Tech University. Each of the six graduating scholars received specialized McNair Scholars’ honor cords and a popular book on the program’s namesake, Ronald E. McNair. This event provided a chance for students to participate in live interviews, share their experiences in limited interactions with peers, faculty, and staff, and celebrate accomplishments.

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CHESS PROGRAM

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

Accomplishments
• Transitioning to online programming for K-12 students (Summer Chess Camps, Online Check with Tech, Afterschool Chess Clubs, Knight Raiders Chess Club, and Tech Tutor club meetings)
• Participated in first World University Cup chess championship
• INTS 1101: Introduction to Chess is now being offered as an elective credit
• Hosted 45 online outreach events in Spring 2021

Honors & Awards
• Chess College of the Year 2020
• Texas Collegiate Super Finals 2020 - First Place
• Pan American Intercollegiate Chess Championship tied for 3rd and placed 5th on tiebreaks, allowing the team to play in the President's Cup (Chess Final Four)
• Texas Tech Chess A Team placed 3rd in the first Kaspersky Chess Foundation University Cup
• Participated and placed 4th in Intercollegiate Chess President's Cup 2021

Internal & External Partnerships
• chess.com/chesskid.com - Both sites assisted in organizing tournaments for both K-12 and collegiate chess students. They also assisted with purchasing memberships for the K-12 and collegiate students.
• US Chess Federation, College Chess Committee - Working on transitioning to online events from in person. Working on adding new events to collegiate chess calendar.

Signature Events
• Knight Raider Chess Club - Weekly chess club meetings open to students, faculty, staff, and the community. The team gives small presentations prior to an online chess tournament on chess.com.
• Tech Tutor Tuesday - Tech Tutor is for intermediate to advanced K-12 chess players. It is offered online, so students can participate worldwide. This club has a limit of 20 players at a time.
• Afterschool Chess Club - Club hosted weekly for beginner to intermediate level K-12 chess players. This is also offered online so students can participate from anywhere. This club does not have a maximum number of students that can attend.
• Online Check with Tech K-12 Chess Tournament - Online Check with Tech K-12 Chess Tournaments hosted on chess.com. Students from all over the world are welcome to play, as long as they are a member of our chess.com club, after passing safety measures.
• Online Summer Chess Camps - Online Summer Chess Camps for K-12 students. This allowed students from anywhere to attend the camp.
• Matador Arena Battle - The Matador Arena Battle was a chess tournament for K-12 students. This provided them a chance to play in a tournament that was not a traditional chess tournament.
• Simul (one person plays against many opponents simultaneously) with GM Onischuk - Simul with Director and Head Coach Alex Onischuk. This allowed students to play chess with our Director and Head Coach before winter break.

Pandemic Response
The Program transitioned to have all of the events online. It started with the Online Summer Chess Camps, then hosted Online Check with Tech K-12 Chess Tournaments. During the Online Check with Techs, one of the students on our team streams and comments on the games in the tournaments on Twitch. This allows parents to follow their children's games, as well as see the other games going on in the tournament. Now, our program does outreach on Zoom and Chess.com with our Afterschool Chess Clubs and Tech Tutor Tuesday club meetings. Students also participate in the Knight Raiders Chess Club meetings. They will present on topics then play in a tournament after. These meetings are open to the public and are held on Zoom and Chess.com.
FIRST-GENERATION TRANSITION & MENTORING PROGRAMS

About
First-Generation Transition & Mentoring Programs (FGTMP) supports undergraduate students who identify as first-generation in college as they pursue their undergraduate degree. FGTMP offers peer mentorship, student success activities, and social engagement focused on increasing undergraduate sense of belonging at TTU. FGTMP hosts a series of signature experiences designed to celebrate the first-gen identity and promote access and inclusion for first-generation students—First-Gen Week, First-Gen Champions Institute, First-Gen Student Summit, and Conversations with the Next Generation.

Race & Ethnicity Distribution

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Signature Events
• First-Gen Week - In the 2020-2021 academic year, FGTMP successfully implemented an almost entirely virtual First-Gen Week, with a total of 18 events throughout the duration of the week. The events focused on personal, academic, and social well-being of first-generation students, building community, and focusing on student mental health through a “First-Gen REcharge” series.
• First-Gen Champions Institute - The First-Gen Champions Institute sought to bring together individuals who are committed to fostering a space for learning and understanding as it relates to college access, completion, and success for first generation students. FGTMP hosted its inaugural First-Gen Champions Institute geared towards K-12 and collegiate educators, faculty, and staff. 92 individuals registered for the event, and about 45 faculty, staff, educators, and administrators from across campus and K-12 units were in attendance.
• First-Gen Student Summit - The First-Gen Student Summit was held virtually on Thursday, April 8, 2021. A range of conference-style breakout sessions were offered, focused on high school and college students, ranging from career development and graduate school preparation to mindfulness and stress management. Despite the virtual nature of the event, 180 students registered and approximately 75 unique students engaged with sessions throughout the day.
• Conversations with the Next Generation - Conversations with the Next Generation invited TTU faculty, staff, and graduate students to share their stories with the next generation of TTU students. This year, FGTMP hosted seven total CWNG events and invited campus partners from across TTU and TTUHSC to share their story.

External Funds, In-kind Sponsorships, Donations and Grants
• FGTMP, in conjunction with College Connect, applied for a grant through the CH Foundation to support a summer bridge program for rural, first-generation students. Application is pending/under review.
• FGTMP was invited to serve as a First-Gen Forward Advisory Institution for the upcoming year and will be submitting an application.

Pandemic Response
• Due to COVID-19 restrictions, First-Generation Transition & Mentoring Programs transitioned all programs, activities, and student interactions into an online or virtual setting in an effort to prioritize safety of program participants, student leaders, and interested parties. This initiative was successful. Students still attended events and enjoyed this opportunity to virtually interact with each other.
• FGTMP was able to expand the reach of the First-Gen Champions Institute and the First-Gen Student Summit to high schools and colleges across the state of Texas due to its virtual nature and the lack of travel required.
• FGTMP pivoted Peer Mentor/Mentee interaction to virtual platforms such as Zoom, GroupMe, and text.
• FGTMP bolstered communication, social media, and outreach efforts from Peer Mentors in order to continue support services for first-generation students at TTU. FGTMP’s social media presence increased exponentially and Peer Mentors sent weekly emails to their mentee groups.
Accomplishments
- Using feedback from program participants, research and seminars attended through the Student Affairs Administrators in Higher Education (NASPA) Center for First-Generation Success, and the limitations of a virtual setting, FGTMP incorporated several new programming efforts for the Spring 2021 semester including: First-Gen Socials and the “Let’s Talk About” series.
- The “Let’s Talk About” series, implemented in Spring 2021 semester, engaged students and allies in conversations about the intersecting identities that they hold along with being first-generation (ex: Let’s Talk About: Being Black & First-Gen, Let’s Talk About: Being Latinx & First-Gen, Let’s Talk About: Being a First-Gen DREAMer).
- Due to a more robust tracking and accountability system, it was documented that in recent years a record number of mentees met with their Peer Mentor. The number of meetings documented by Peer Mentors increased by 80% (from 47 meetings documented in AY20 to 247 meetings documented in AY21). With the hiring of a Program Assistant for Marketing, Media, & Communications, FG TMP was able to focus on its social media presence, increase followers, and has increased its followers from fewer than 600 to 746 as of April 2021.
- FG TMP’s signature experiences were successful in 2020, despite their virtual nature. The First-Gen Student Summit had 180 registered participants and approximately 75 unique individuals register, even in a unique virtual format. About 45 individuals attended the First-Gen Champions Institute.

Honors & Awards
- First-Generation Transition & Mentoring Programs was invited to apply as an Advisory Institution through Student Affairs Administrators in Higher Education’s (NASPA) Center for First-Generation Student Success.
- First-Generation Transition & Mentoring Programs applied for the 2020 NASPA Virtual First-Generation Student Success Conference in June 2021 with their session “First-Gen Across Campus: Building Effective Collaborations to Support First-Gen Student Success.”

Internal & External Partnerships
- Through the First-Gen Initiatives Planning Teams, FG TMP partners with the following schools: Lubbock ISD, and Matthews Alternative High School.
- The First-Gen Student Summit and the First-Gen Champions Institute was marketed to high school counselors through Admissions and College Connect Partners.
- FG TMP continued to serve as a NASPA First-Gen Forward Institution and attend monthly meetings as part of the First-Gen Forward SW Regional Group.

About
The Dream Resource Center (DRC) is a campuswide organization that seeks to educate, support, and advocate for undocumented students with or without Deferred Action for Childhood Arrivals (DACA), also known as DREAMers, and students with mixed family statuses. In addition, the DRC works collaboratively across the Texas Tech community to support students throughout the University experience.

Events
- DREAM Ally Training - DRC staff members completed several pilot versions of DREAM Ally Training provided by the DREAM Advisory Council (which included student DREAM Ambassadors) and DREAM Ambassador in Fall 2021. Final edits are being made to launch a soft pilot of the training this summer.
- DREAM Ambassadors - A scholarship program that engages students in critical work focused on educating, supporting, and advocating for DREAMers, elevating student voices, and providing leadership opportunities.
- Legal Consultations - The DRC partners with the School of Law as a designated Legal Internship site. The legal interns provide access to free legal guidance to students across campus.

Internal & External Partnerships
- The DRC continued to include Whitenburg & Strange, PC Law Firm in Lubbock as a member of the Dream Advisory Council.
- illegal, vulnerable, and marginalized communities.
- The DRC also continued to offer student programming, in a virtual format, to accommodate safety and precautions throughout the COVID-19 pandemic.
- The DRC also continued to support their development and guide them in their on-campus work in supporting DREAMers and the Define American student organization; along with getting their feedback on DRC programming and initiatives.

Pandemic Response
- Despite the COVID-19 pandemic, the DRC continued to meet virtually with the DREAM Advisory Council to collaborate with campus partners to increase support for DREAMers campus-wide. The Council met three times the past year and engaged in discussion about engaging the campus community in support services for DREAMers and students with mixed family status.
- The DRC also continued to offer student programming, in a virtual format, to accommodate safety and precautions throughout the COVID-19 pandemic. The DRC hosted one event each semester for DREAMers and students with mixed family status.
- The DRC staff met virtually with DREAM Ambassadors to support their development and guide them in their on-campus work in supporting DREAMers and the Define American student organization; along with getting their feedback on DRC programming and initiatives.
About
Although Texas Tech University has had a long tradition of serving veterans and families in the past, Military & Veterans Programs (MVP) was created in 2010 as a department dedicated to helping veteran and family member students succeed. MVP currently serves more than 3,000 undergraduate, graduate, and law student veterans and family members on the Texas Tech University campus, online, and regional site locations. MVP has instituted a support structure and culture that is oriented toward maximizing the opportunity for those who have served to earn their degree so that these individuals know they matter and belong. MVP proudly assists students in transitioning from military to academic life, in establishing federal and state benefits, in connecting them to our campus and community resources, and in preparing them to graduate, enter the workforce and become proud Texas Tech alumni.

Honors & Awards
Acknowledged by the Military Order of the Purple Heart as the First Purple Heart University in Texas and third in the country (since 2013)

Veterans Only F18-S19 Count by Age

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Internal & External Partnerships
- MVP is collaborating with TTU HSC and Shadow Warrior Project on a research project to validate the effects of canine therapy on those with PTSD.
- MVP is collaborating with staff and faculty to start the TTU Veterans Advisory Council.
- MVP is partnering with VATT (Veterans Association of Texas Tech) in a student mentorship program for first-year students.
- MVP is partnering with Military Veterans Network (MVN) for the Wall of Honor Ceremony.
- MVP is partnering with VATT (Veterans Association of Texas Tech) to increase VATT memberships.

Accomplishments
Virtual Lobby - MVP created the virtual lobby to allow students to reach MVP staff when the office went to remote work due to COVID.
14 MVP SCHOLARSHIPS were awarded for the 2018-2019 school year:
- Arthur J. Achenbach Memorial Scholarship, $1,000 awarded in fall semester (one student)
- MVP Veteran Scholarship, $1,000 (two students)
- Pat Gilliam Dependent Scholarship, $1000 (two students)
- Steve Morin, Jr. Memorial Scholarship, $1,000 (one student)
- Phillip 66 Military & Veteran Scholarship, $1,000 (seven students)
- Major Troy Gilbert Memorial Scholarship, $1,000 (one student)
- Captain Joseph Alan Pryor Endowment Scholarship, $1,000 (two students)
- Joshua A and Adam M Coates Legacy Scholarship, $1,000 (two students)

Approximately 608 TTU undergraduate, graduate, and law school veteran, service member, and family member students graduated in 2020-2021, including those who graduated May 2021. Veteran students are awarded a special camo-tipped stole and graduating family member students are awarded a recognition certificate. These were mailed out to all graduating members through December 2020. Graduates in May 2021 had the option to receive in person or through mail.

Camo to Corporate
The Camo to Corporate Veteran Career Series provides valuable skills to better prepare veterans for the workplace. Those students completing all the steps in this program receive a tailored suit to prepare for the professional world after graduation. Three veterans completed this program in spring 2021.

TTU MVP Green Zone Program
Green Zone is a training program for faculty and staff designed to develop a campus community of support for veteran and family member students. Texas Tech faculty and staff members gain tools to enhance the overall college experience for veterans and family members so they may better guide and assist these students toward degree completion and onto a successful future. This is achieved by providing an encouraging, structured environment and gaining greater knowledge about campus and community resources focused on veteran student success. There are seven modules in the program including: Core Training, Understanding Veterans Educational Benefits, Veterans Mental Health Issues, Disability Support Services, Advising Veterans, Hiring Veterans and Special Topics. Over 900 Institute of Higher Learning (IHL) faculty and staff (645 TTU employees) have attended at least one module on how to recognize veteran challenges and where to refer them for assistance.

Internal & External Partnerships
- MVP is collaborating with TTU HSC and Shadow Warrior Project on a research project to validate the effects of canine therapy on those with PTSD.
- MVP is collaborating with staff and faculty to start the TTU Veterans Advisory Council.
- MVP is partnering with VATT (Veterans Association of Texas Tech) in a student mentorship program for first-year students.
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MENTOR TECH
TRANSITION & MENTORING PROGRAMS

About
Mentor Tech seeks to support undergraduate students by pairing them with university staff, faculty, and graduate students to form a mentorship relationship. Through these relationships, students gain university insight, personal and academic support, and professional development. In addition, MT provides workshops to increase student engagement with university and community resources and opportunities.

Accomplishments
- Mentor Tech has hosted five Mentor Tech Hangouts and has had over 35 Mentors attend those events, averaging six mentors attending/participating per session. This helps with the mentor and student interactions and building networks of support.
- Mentor Tech has been responsive to participants’ changing needs and has developed and restructured events to foster camaraderie and well-being.
- Mentor Tech has successfully launched office hours and has connected students to various campus and community resources.
- Mentor Tech embarked on a partnership with the TTU Teaching Academy to engage first-year students to support student success. This partnership has resulted in campus-wide emails to first-year students, a brown bag planning committee for faculty/student interactions, and a video initiative.
- Mentor Tech launched a series of scholarships and awarded nine $500 scholarships to returning Mentor Tech students.

Signature Events
- Mentor Appreciation Month was hosted by the Mentor Tech Office, and FGMTMP to celebrate the work that mentors do around the TTU campus. Campaigns and panels were hosted to encourage, commemorate, and support TTU’s mentors. Over 50 mentors and students participated through the sessions.
- Mentor Tech’s Annual Networking Reception was hosted virtually in Mid-March virtually. This event allowed participants the opportunity to engage with an array of professionals, build social capital, and gain insight into different fields of work.

Honors & Awards
PAC Leader Spotlight - Braydon Galvan has created a weekly newsletter that he sends to students reminding them of upcoming events, program requirements, campus events, and funny memes that lighten the mood.

External Funds, In-kind Sponsorships, Donations or Grants
- Mentor Tech awarded four scholarships of $500 to returning MT students.
- The Mentor Tech program was chosen again for the Conoco Phillips and Phillips 66 grant, resulting in $6,500 in additional funding.

Internal & External Partnerships
- Teaching Academy: First Year Student Initiative
- Career Center: The Art of Networking Series
- Student Counseling Center: Cultivating Self-Awareness Series
- Alliant Group recruiting: Student Presentation
- DDEI Unite: DDEI Workshop Planning Committee
- Dell Technologies: Networking Reception
- Sunwest Communications: Networking Reception
- Target: Networking Reception
- TTUHSC School of Nursing: Networking Reception
- TTUHSC School of Medicine: Networking Reception
- TTU Libraries: Networking Reception
- Lubbock Public Libraries: Networking Reception

Pandemic Response
MT has not only provided zoom-based programming but has also diversified the program’s approach by offering information on social media and offering events via Teleparty.

PROTÉGÉS RACE & ETHNICITY

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MENTOR TECH MENTORS

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PARTICIPANTS

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FIRST-GENERATION & VETERAN STATUS

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PROTÉGÉ RETENTION

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The Student Intersectional Leadership Council (SILC) provides students opportunities for leadership development, cultural competence, advocacy, activism, identity development, and exploration of culture and heritage.

**Accomplishments**
- SILC rebranded and relaunched a new structure that is more conducive to building coalitions among marginalized and minoritized students.
- The students of SILC hosted their first virtual campus forum held April 2021.
- In collaboration with the Student Government Association and the Raiderland Native Students Association, the Student International Leadership Council worked to create a land acknowledgment statement.
- The bill was passed successfully and is now a part of every start of the Student Senate meetings. A land acknowledgment is a statement recognizing the historical and continued contributions of the original Indigenous peoples and the land in which we reside. A land acknowledgment is an ongoing reminder and reflection of honoring the land, Indigenous peoples continued survivance, and their lived experiences.
- TTU Lubbock resides on the ancestral homelands of the Comanche and Mescalero Apache peoples.

**Internal & External Partnerships**
- SILC partnered with TTU Marketing & Communication on a variety of video campaigns related to heritage months. In 2020-2021 year, the following videos were produced Black History Month, Women's HERstory Month, and Asian, Pacific Islander, Desi, & Arab Heritage Month. Black History Month produced two new videos with one featuring the historical and current contributions of Black students, faculty, staff, and students at TTU. A second Black History Month video was produced to highlight students' perspective of the importance of celebrating Black History Month and defining what the month means to them. Women's HERstory Month focused on highlighting past Phenomenal Women of TTU recipients in showcasing what it means to be a Phenomenal Woman. Asian, Pacific Islander, Desi, & Arab Heritage Month video features APIDA faculty, staff, and students speaking to what it means to be APIDA and the diversity among the community.
- SILC continued its partnership with Dell Technologies for the 2020-2021 academic year. Dell supports all Latinx Heritage Month activities.
- Additional partners throughout the year included Lubbock Meals on Wheels, University Student Housing, Student Government Association, University Libraries, Student Activities Board, Women & Gender Studies, Office of LGBTQIQ Education & Engagement, Center for Campus Life, Texas Tech Club, Office of Institutional Diversity, Athletics, National Society of Black Engineers, the Black Student Association, and multiple units in DDEI.

**External Funds, In-kind Sponsorships, Donations or Grants**
Dell Technologies provided $3,500 to fund t-shirts and facial masks due to COVID-19 for Latinx Heritage Month.

**Signature Events**
- The Latinx Heritage Month Committee of SILC hosted panels and conversations via Zoom focused on topics such as Representation, Healthcare, and Immigration. Each of the panels were attended by 25, 22, and 75 people respectively. The theme for the month was La Lucha Sigue.
- SILC’s LGBTQIQ Representative hosted two events via Zoom during the TTU Pride Week Celebration. The first being US LGBTQIQ + History (attended by 24 people) and Coming Out Stories (attended by 15 people).
- Black History Month boasted a robust offering of opportunities for the TTU campus community with events hosted by partners from the Texas Tech Club, Office of Institutional Diversity, Athletics, National Society of Black Engineers, and the Black Student Association.
- March called for the celebration of Women's HERstory Month. The theme for the month-long celebration was A Woman's Voice Speaks Volumes. The Phenomenal Women of Texas Tech campaign had 49 nominations for women across the campus. The Phenomenal Women of TTU campaign was created by the Student Intersectional Leadership Council in 2019 as a part of Women's HERstory month as a way to recognize the positive impact the women of TTU's campus have on their colleagues, peers, and campus community. The Phenomenal Women of TTU campaign spotlights the contributions of women across TTU through a nomination process where nominators share how the nominee has impacted and inspired them while speaking to the impact they have made in the lives of others. Nominees received a feature of the DDEI website and were awarded with plaques in 2021.

**Pandemic Response**
Covid-19 required many changes in the SILC programming. Not only did SILC have to change modalities of meetings quickly, but programming was also affected. Here are some of the ways SILC pivoted during the pandemic to ensure students were continuously being served:
- All SILC student leader and general meetings were moved to a virtual format (Microsoft Teams and Zoom).
- Social media engagement occurred on a weekly – biweekly basis utilizing the SILC Instagram, Twitter, and GroupMe accounts.
- Social impact statements which are written explanations of how an organization's activities impact the communities within which it operates, were crafted and posted utilizing the SILC website.
- Heritage month/weeklong programming moved to the Zoom platform to include panels, workshops, and discussions.
- Video campaigns for heritage months were implemented to continue to showcase diverse members of the TTU community.
About
Raider Education seeks to increase opportunities for cultural intelligence, civility, and inclusive leadership skill development for all students at Texas Tech University. 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 actions on campus. Raider Education curriculum is developed and led in a peer-development model to include topics that foster inclusion, civility, equity, justice, and community and can be adapted to meet the goals of a diverse range of participant groups.

Accomplishments
- Engaged 3,060 students in cultural intelligence, inclusive leadership, and conflict with civility trainings or workshops
- Engaged 340 staff and faculty in cultural intelligence, inclusive leadership, and conflict with civility trainings or workshops
- Created 12 partnerships for long-term “leadership series” events
- Hosted 50+ workshops/classes on cultural intelligence, inclusive leadership, and conflict with civility
- Created six NEW inclusive leadership workshops for students, faculty, and staff

Signature Events
Between August 1, 2020 and April 1, 2021, Raider Education engaged over 3,000 students and over 300 faculty and staff in curriculum on inclusive leadership, cultural intelligence, and conflict with civility. The diverse curriculum offerings also continue to grow as student groups and teams request trainings and workshops with specific relevance to their diversity goals and strategies. Currently, Raider Education offers nine regular topics (inclusive leadership, authentic leadership and values, identity development, mitigating bias, understanding culture, creating inclusive organizational culture, responding to microaggressions, leading communities toward racial equity, and leadership for social change) and has offered adapted topics to student groups as requested.

Raider Education partnered with RaiderReady to provide curriculum on conflict with civility and intergroup dialogue to over 70 sections (1,750 students) participating in the Fall RaiderReady course.

In Fall 2020, Raider Education provided a half-day retreat for the Student Government Association. 75 student senators participated in presentations and discussion around inclusive leadership and responding to microaggressions on campus. The retreat led to follow-up meetings with multiple senators, including new legislation calling for all incoming first-year and student organizations to participate in workshops to better understand microaggressions on campus. This workshop also led to Raider Education being invited into three other student organizations for Spring workshops.

Raider Education partnered with Women’s and Gender Studies to host the Inauguration Watch Party, part of the MLK Week Celebration Events. Participants watched the swearing-in of the President and Vice-president and then participated in a discussion on the significance of electing the first woman of color to the Executive branch of government.

Raider Education worked with the Texas Tech Law School’s Diversity Advisory Board. After an initial workshop on inclusive leadership skills with the DAB, including the Dean, Associate Dean, and student members of the board, Raider Education led a three-part learning lunch series where all law students, staff, and faculty were invited to come and learn about identity development, mitigating bias, and responding to microaggressions. The conversations with faculty, staff, and students at the learning lunches has led to new initiatives in the law school and planted new ideas with students as they prepare to enter the law profession.

Raider Education led a series of workshops for the HR Learning Series. The Spring workshop was a book discussion of Ibram X. Kendi’s book, How to be Anti-Racist. In partnership with staff from the Teaching, Learning, and Professional Development Center, a Fall virtual workshop on Responding to Microaggressions was held for over 70 faculty and staff.

Pandemic Response
All presentations and workshops from April 2020 – April 2021 were revised and designed to be implemented in a virtual atmosphere. Of the 54 workshops and events held this year, 49 were held in a virtual format.
TRIO STUDENT SUPPORT SERVICES

About
TRIO Student Support Services (SSS) is an academic support program for students who are first-generation and/or demonstrate a financial need. Students registered with TTU Student Disability Services are also eligible for the program. TRIO SSS provides academic advising, career advising, financial aid assistance, and graduate school preparation. The program also offers leadership development and a supportive community focused on empowering students to succeed.

Accomplishments
- DD81 was awarded another grant cycle of the TRIO grant including $261,888 per year or 1.3 million over the course of the five-year grant.
- TRIO SSS awarded nine student participants with $5000 scholarships for spring 2021. Recipients were: Asaceli Atila-Arceaga, Juanita Benjamin, Alexandra Brojanac, Andrea Cerda, Lizzy Guevara, Serena Mayfield, Pete Molina, Liliana Moreno, Adelina Quintana.
- Student participants took advantage of 132 hours of one-on-one advising with TRIO SSS staff and 31.5 hours of individualized tutoring services through Tutor.com.
- In celebration of National TRIO Day, four participants joined members of the McNair Scholars program at the South Plains Food Bank as volunteers to organize and store food items.
- TRIO SSS contributed to the First Generation Transition & Mentoring event, First Gen Summit, by assisting with hiring a professional keynote speaker, Seven TRIO participants attended sessions during the conference.
- 12 TRIO students graduated with Bachelor's degrees in various majors in December 2020.

Pandemic Response
TRIO SSS continued to provide academic, career, and cultural programming virtually. 20 workshops and events were offered to TRIO participants throughout the year via Zoom in addition to several collaborative events with other divisional programs such as Mentor Tech and FGTM. Ongoing advising appointments were conducted via Zoom or telephone.

MCNAIR SCHOLARS PROGRAM & MCNAIR EXPLORERS PROGRAM

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

The McNair Explorers Program is a year-long exploratory program for first-year and sophomore first-generation students to introduce them to undergraduate research and graduate school resources, while also preparing them for applying to the McNair Scholars Program and other undergraduate programs and opportunities at Texas Tech.

Signature Events
The McNair Research Symposium is held each May and September to allow a space for Scholars to present their work and work-in-progress to the Texas Tech community. The symposium transitioned to an online format with record attendance in May 2020.

Accomplishments
- 13 Scholars presented at the UCLA Virtual McNair Research Conference
- 73% of graduating seniors were admitted to Graduate School
- Successfully recruited 13 new Scholars for 2020-2021 academic year
- Recruited six Explorers for 2019-2020 academic year, this is the first year McNair Explorers were offered
- McNair successfully transitioned all seminars and workshops to virtual modality

Honors & Awards
TRIO Achievers – Audreia Jackson, ’19

Pandemic Response
McNair successfully transitioned all seminars and workshops to a virtual modality. This allowed for scholars to access the seminars from wherever they resided across the country. McNair Faculty Mentors also adjusted the Summer Research Internship to allow for virtual participation. Scholars adjusted their work to the virtual environment and were successful in completing aspects of their research. McNair staff met with each Scholar bi-weekly during the academic year and weekly during the summer to check in on them and ensure they were receiving the support they needed professionally and personally.
About
The Office of LGBTQIA Education & Engagement serves the Texas Tech University community through facilitation and leadership of programming and advocacy efforts aimed at strengthening the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) community. The Office also serves as a resource for members of the University community in their practice of ‘allyship.’

Accomplishments
- Texas Tech University was recognized by Campus Pride’s 2020 “Best of the Best” LGBTQ-Friendly Colleges & Universities. With a Five Star Ranking on the group’s Campus Pride Index, Texas Tech is a benchmark for policies, programs, and practices to create safer, more inclusive campus communities.
- IGNITE! Texas Tech’s Program for LGBTQIA Allyship expanded on existing in-person sessions to include synchronous online delivery through Zoom Meetings Pro and asynchronous online content using PlayPosit.
- In partnership with Undergraduate Admissions, the Office helped create a pathway for prospective students awaiting their admission decisions to request information through RaiderConnect from the Office on programs and services provided to LGBTQIA students and those interested in “allyship.”
- University Student Housing, working in partnership with the Office, developed a new housing option called Roommate Choice Housing that allows for upper-class and transfer students to live with a specific person or group of people regardless of their gender in a suite or apartment. This housing option will be available in Fall 2021, but the option went live during fall 2020 as part of housing registration.
- In partnership with the Texas Tech Alumni Association Pride Alumni Network, the Office received a gift from alumnus David Sassano to establish an immediate use scholarship named the David Sassano Pride Scholarship. The gift provides for sixteen $500 recipients (four per academic year).

Signature Events
The fourth annual Big 12 LGBTQIA & Allies Summit was hosted virtually in 2021 with nearly 450 registered participants from 47 institutions and/or organizations. The Summit brings together participants to network with other leaders and community organizers, engage with social justice advocates through educational programming, and learn from trailblazing professionals for LGBTQIA equality on the national stage.

Honors & Awards
Texas Tech University was recognized by Campus Pride’s 2020 “Best of the Best” LGBTQ-Friendly Colleges & Universities.

External Funds, In-kind Sponsorships, Donations or Grants
The Office of LGBTQIA Education & Engagement received $1,500 as operating support from Texas Pride Impact Funds to address funding challenges related to pandemic challenges in serving LGBTQIA people.

Internal & External Partnerships
In regards to the Big 12 LGBTQIA & Allies Summit, over 47 institutions or organizations were involved. This included over 35 institutions of higher education, including; All 10 of the Big 12 institutions; TTU Health Sciences Center; University of Texas Health Sciences Center Houston; University of Texas Health Sciences Center San Antonio; University of Texas Dallas; University of Texas San Antonio; University of Texas Permian Basin; University of Texas Rio Grande Valley; Texas A&M University Commerce; University of Houston; South Plains College; Midland College; Indiana State University; Tarleton State University; Midwestern State University; University of New Haven; Pace University; Lehigh University; Wichita State University; Chicago Theological Seminary; Johns Hopkins University; St. Edwards University; University of California at Los Angeles; University of Nebraska at Lincoln; Michigan State University; and University of South Dakota.

Pandemic Response
Pandemic conditions challenged the Office to strengthen the ways the team collaborates with each other and with institutional partners. The Office team began using and/or strengthened existing practices with Microsoft Sharepoint, Microsoft Teams, PlayPosit, Skype for Business, TechConnect, and Zoom Meetings Pro and Webinar platforms. While there are strengths and weaknesses to each, the Office team found ways to incorporate these platforms to improve efficiency and effectiveness.

Pandemic conditions taught the Office team that, while not all programs and services can or should be delivered remotely, many components of work can be. We have learned that certain types of programs and services are improved by virtual delivery, while others have a greater impact on the University community when held in-person. Two examples of this point include an aspect of peer education efforts and social programming. The Office team can visit with classes, departments, and organizations much more easily and efficiently in online modalities, yet social programs such as the Queer Reels, Real Topics Film Series has struggled due, in part, to the technological challenges to synchronously stream film due to licensure issues.
Pandemic Response

Through the COVID-19 pandemic, TTUIL instituted a limit on the number of spectators who would be allowed at regional sporting event tournaments. This restriction was put into place to limit the number of individuals at any one event. Schools were held in holding rooms upon arrival to mitigate students socializing with students from other schools along with following the TTU 50% capacity on room assignments for competitions.

External Funds, In-kind Sponsorships, Donations or Grants

TTUIL was awarded a $7500 grant through the Harrington Endowment for the Arts to offer scholarships to 10 participants to attend the summer 2021 UIL Theatre Camp.

Pandemic Response

Through the COVID-19 pandemic, TTUIL instituted a limit on the number of spectators who would be allowed at regional sporting event tournaments. This restriction was put into place to limit the number of individuals at any one event. Schools were held in holding rooms upon arrival to mitigate students socializing with students from other schools along with following the TTU 50% capacity on room assignments for competitions.
AVID FIRST YEAR EXPERIENCE
TRANSITION & MENTORING PROGRAMS

About
AVID First Year Experience (AFYE) is dedicated to increasing first-year retention rates by supporting incoming first-year students as they transition into Texas Tech University. Through the AVID Success System, a partnership with RaiderReady Programs, and an AVID Peer Ambassador, students receive expanded resources from the RRP 1100 course in addition to the AVID Success course curriculum to enhance academic success skills for in and out of the classroom. AVID First Year Experience empowers students to understand, identify, and address barriers to their success early on. Students also engage in co-curricular experiences sponsored by various programs within the Division of Diversity, Equity, & Inclusion that include study sessions, professional development, and culturally relevant programs.

Signature Events
The Academic Advising Professional Development Series – This series sought to provide an opportunity for staff and faculty to engage in virtual learning through the AVID for Higher Education partnership. Staff from AVID for Higher Education facilitated sessions to engage university staff and faculty on best practices for connecting with and advising students, using research and theory associated with the AVID WICOR Principles.

The First-Gen Week / AVID Collaborative – This series created space for First-Gen students to learn and apply best practices for navigating their academic success in and out of the classroom and with a variety of stakeholders including other peers, staff, and professors.

Internal & External Partnerships
AVID for Higher Education – In order for AVID FYE to facilitate AVID sections of the RRP1100 course, they partner with AVID for Higher Education in order to utilize the AVID for Higher Education Success Principles, research, and curriculum materials. Additionally, this partnership provides Texas Tech with a certain number of hours to use towards professional development or student engagement sessions. This allowed us to split those hours to support both staff and faculty, and students through this past academic year.

Pandemic Response
Despite the COVID-19 pandemic, Texas Tech was committed to creating a safe environment for first year students to attend in-person classes during this past academic year. In partnership with the Raider Ready programs, the AVID special sections met in-person utilizing the most updated safety protocols and materials as outlined by Texas Tech in partnership with state and federal guidelines.

Additionally, AFYE developed virtual programming outside of the course in an effort provide students with flexibility and as a precaution through the COVID-19 remote learning mandate. This included virtual study sessions and social events that brought students together to build community and connections.

Accomplishments
Increased Student Engagement & Interaction – Despite the remote learning environment, student engagement in the Fall 2020 and Spring 2021 RRP 1100 – AVID students showed increased engagement within the fall and spring sections by connecting with their instructors, actively participating in assignments, and connecting with their peers through group work.

• Engagement Feedback
  • 19 of the 19 students met at least twice in face-to-face class format (100%)
  • 11 of the 19 students were in attendance (face-to-face) for every class session (58%)
  • 5 of the 19 students were affected by COVID-19: either tested positive or exposed to a positive test (26%)
  • 7 of the 19 students utilized the online option when needed (37%)
  • 18 of the 19 students met face-to-face or Zoom for individual (one-on-one) meetings (95%)

AVID Success Principles Series – In partnership with AVID for Higher Education, AVID FYE sponsored several professional development virtual sessions for university staff, faculty, & students.

• Academic Advising Professional Development Series – This two-part series provides a focus on theoretical concepts about student development and advising, as well as how to apply them in practice. Bringing AVID philosophy of “rigor with support,” it looks at best practices, aspects of student persistence, and the support of student learning with the goal of self-efficacy.
• First-Gen Week/ AVID Collaborative – Success Skills for College and Careers
• First-Gen Week/ AVID Collaborative – Student Agency: Finding your Voice!

Spring 2021 – RRP1100 AVID Section – AFYE was proud to pilot a spring section of the RRP 1100 AVID section. Despite the remote learning structure and a commitment to supporting incoming first-year and transfer students, this pilot section served 22 students.

PARTICIPANTS
• Fall 2020: 19
• Spring 2021: 22

FIRST-GENERATION
• Fall 2020: 2
• Spring 2021: 10

VETERAN STATUS
• Fall 2020: 2
• Spring 2021: 1

www.depts.ttu.edu/diversity/avidfirstyearexperience | 806.742.5931
About

College Connect’s mission is that higher education should be accessible to all students. College Connect’s goal is to provide the K-12 community with access points into higher education through programming and scholarship. College Connect supports the Division of Diversity, Equity, & Inclusion’s mission in promoting student diversity by exposing K-12 students to diverse cultural, economic, social, and academic backgrounds. College Connect students learn how to actively listen, communicate, and respect others, developing into upstanding leaders in their communities.

Signature Events

This year, the Back to School Fiesta provided school supplies to Lubbock and area families in partnership with other TTU departments and the Lubbock community. The Lubbock community partners were able to take part in the events as either volunteers or by donating items placed in the backpacks.

Continuing to meet the needs of children and their families, even during a pandemic, was of utmost importance while keeping in mind the safety of attendees and staff. Traditionally, the event is held with activities for the families to participate in but, this year, the event was a drive-through format.

Accomplishments

• College Connect partnered with LISD, McCool Academy, and Science Spectrum to host the Raider Red Space Race. The event was hosted at McCool Academy, where students were given the task of building a rocket and launching it. The Red Raider Space Race focused on enhancing and building upon the student’s knowledge of STEM. This event was made possible by a grant provided through Halliburton.

• During the 2020-2021 school year, College Connect sent promotional items to a total of 98 schools/organizations. These schools/organizations were from 22 states, with many of them from Texas and California. A total of 3251 items were sent out.

• College Connect hosted several college readiness programs via virtual video tours and virtual visits to Houston ISD, San Antonio ISD and Lubbock ISD. Ortiz Middle School in Houston ISD is a Title I middle school with a focus on fine arts. Ortiz students were presented with college readiness and was held in June 2021. Partners in the grant included Dr. Elizabeth Trejos in the College of Human Sciences, Dr. Daniel Kelly, Assistant Professor in the College of Education, De’Lila Holder from the Whitacre College of Engineering, and the TTU Office of Outreach and Engagement. The grant award amount was $64,390.

• For the Back to School Fiesta, College Connect partnered with Lubbock Lake Landmark, Main Event, Scarborough Specialties, TTU K-12, Frenship ISD, TTU Mentor Tech, TTU Graduate School Writing Center, Lubbock Pediatric Dentistry, Lubbock Hispanic Association of Women, and the TTU Hospitality Services to provide school supplies or event volunteers.

External Funds, In-kind Sponsorships, Donations or Grants

College Connect was awarded a grant through the Texas Workforce Commission to hold a residential and commuter Code Camp for middle school students. This camp was offered free of charge to participants with a focus on coding, STEM, and college readiness and was held in June 2021. Partners in the grant included Dr. Elizabeth Trejos in the College of Human Sciences, Dr. Daniel Kelly, Assistant Professor in the College of Education, De’Lila Holder from the Whitacre College of Engineering, and the TTU Office of Outreach and Engagement. The grant award amount was $54,390.

College Connect and their partners are applying for a Texas Workforce Commission grant for the 2022 summer.

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<th>SUMMER CAMPS OFFERED &amp; PARTICIPANT DETAILS:</th>
<th>RAIDER Deprecated WHO CODE</th>
<th>TALKINGSTON LEADERSHIP ACADEMY</th>
<th>GENERATION TECH</th>
<th>SHAVE HANDS WITH YOUR FUTURE 10TH-12TH GRADE</th>
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FOSTER
AFFIRM
CELEBRATE
ENGAGE
STRENGTHEN