I am extremely grateful to our students, faculty, staff, alumni, community partners, and contributing organizations who have worked unceasingly during a year filled with unexpected challenges to ensure that the programs and services offered by the Division of Diversity, Equity & Inclusion (DDEI) and the Office of Institutional Diversity (OID) continue to be provided to students, faculty, staff, and the community at large. Together, we have expanded the boundaries of what is possible to make equity and inclusion a part of the everyday culture in higher education at Texas Tech University.

The OID and DDEI have also been instrumental in helping the university make progress towards fulfilling the Making It Possible 2010-2020 Strategic Plan. In the fall semester, the university reached an unprecedented enrollment of Hispanic students, exceeding the 25% threshold for designation as a Hispanic Serving Institution (HSI). Texas Tech was named the Military Times’ “Best for Vets Colleges” and one of the “Best Military-Friendly Online Colleges” in 2019. Additionally, Tech earned five out of five stars on the LGBTQ-Friendly Campus Pride Index. The OID hosted a record-breaking Celebrate Diversity Dinner in the fall featuring author and advocate for criminal justice reform Cyntoia Brown, and the DDEI implemented a new Raider Education Department to increase opportunities for cultural intelligence, civility, and inclusive leadership skill development for all students at Texas Tech University. Within the past year, the Office of Institutional Diversity also launched the LEAD Fellows Program, an initiative focused on staff representatives within each college to promote diversity, equity, and inclusion efforts. The pages that follow illustrate the many initiatives and programs that have been established and are promoted by the DDEI and the OID in support of our vision for Texas Tech’s increasingly diverse student body and our focus in making inclusion become a reality at every level on the university campus.

For the ninth year in a row, Texas Tech University received the Higher Education Excellence in Diversity (HEED) Award and was named a Diversity Champion by INSIGHT into Diversity magazine. These awards are a testament to the university’s efforts to provide an environment where all Red Raiders can learn, grow, and be successful.

Please read on and learn more about the remarkable achievements, awards, and outcomes of the outstanding students, staff, programs, and units that constitute the nationally recognized Office of Institutional Diversity and the Division of Diversity, Equity & Inclusion at Texas Tech.
Mission: The Office of Institutional Diversity and the Division of Diversity, Equity & Inclusion (DDEI) work across Texas Tech University to foster, affirm, celebrate, engage, and strengthen inclusive communities through diversity, equity, and inclusion. Using this framework as our foundation, we facilitate and support transformative opportunities that 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 we in OID & DDEI work across the university, we are inspired by the opportunities to explore our differences as we celebrate our shared commitment to diversity, equity, and inclusion. The process of creating a culture that allows every individual to feel as though they matter and they belong is not accidental but intentionally created by those who are members of the community and how they welcome and retain new members. We establish our culture through shared practices and traditions, through our artwork and our food, through our words and our actions, through our practices/policies/procedures, through the photos we publish and the stories we tell, and through the ways in which we affirm and validate the experiences of others. Knowing this, we are humbled by our role in reflecting to the world that Texas Tech University is a place we are proud to call our own, and we encourage others to do the same.

Vision: At Texas Tech we Foster, Affirm, Celebrate, Engage, Strengthen inclusive communities.
Office of Institutional Diversity
Programs & Initiatives

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 training and monitors the posting of faculty jobs ads 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.

L.E.A.D. Fellows Program
To further engage university staff on diversity, equity, and inclusion initiatives, within the past year, 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 of Color Reception
In the spring, the OID, the Office of the President, and the Office of the Provost jointly host a reception for faculty of color at Texas Tech. The purpose of the reception is to give the over 800 faculty of color at Texas Tech the opportunity to meet the President, the Provost, and the Chief Diversity Officer and Vice President, as well as to learn about the support available to faculty of color at the university.

Faculty & Staff Association Funding
The OID provides funding for activities hosted by the TTU Black Faculty & Staff Association, the Korean Faculty Association, the Arab-American Faculty Forum, the TTU Latino/Hispanic Faculty & Staff Association, the Association of Chinese Faculty and Staff at Texas Tech University, 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 Agarao Endowed Scholarships; and the $500 Diversity Success Scholarships.

New Faculty Welcome Reception
Each fall, the OID, in cooperation with the Office of the President and the Office of the Provost, hosts a reception for all new faculty at Texas Tech University. With over 80 new faculty starting at Tech each fall, the reception gives new faculty the opportunity to meet the President, the Provost, and the university’s Chief Diversity Officer/Vice President.

President’s Excellence in Diversity & Equity Awards
Every spring, the OID hosts a luncheon to honor 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.

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.

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.

Celebrating Excellence in Diversity & Equity Awards
Diversity in Graduation Celebrations

In addition to celebrating graduation from Texas Tech University, some graduating Tech students also celebrate being a military veteran, a Hispanic or Black graduating student, or member of the LGBTQIA community. While traditional graduation celebrations took place in December, spring graduation celebrations and other convocations were milestones that were still recognized amid the COVID-19 restrictions. Each ceremony provided an opportunity for students to celebrate their major milestone by receiving stoles and cords that they get to wear during graduation. A graduation video featuring Dr. Carol A. Sumner, Dr. Ashley M. Gonzales, and Jade Silva-Tovar was also sent to all graduating senior participants within the Division of Diversity, Equity & Inclusion.

Lavender Graduation

In lieu of the traditional Lavender Graduation, the Office of LGBTQIA Education & Engagement offered a virtual program that was released over a period of three days. In addition, graduating participants also received Lavender Honor Cords and Lapel Pins.

Military & Veterans Program Graduation & Stole Recognition Ceremony

Graduating Texas Tech veterans and service members were awarded a special camouflage-tipped stole, and graduating family members were awarded a special recognition certificate.

TRIO Student Support Services

To recognize graduating student participants in TRIO SSS, certificates were given along with individual student Spotlight via social media. A short video congratulating TRIO SSS graduates was also created and sent to graduating seniors.

McNair

McNair celebrated graduates by creating a newsletter highlighting each McNair graduate. The program also highlighted each graduate on social media throughout April and May. In addition, McNair also put together a celebration packet with an honor cord and book, Ron’s Big Mission, which tells the story of Dr. Ronald E. McNair’s life as a boy in South Carolina.

Mentor Tech

To acknowledge Mentor Tech graduating seniors, the program highlighted students on all social media platforms and provided them with “New Professional Starter Kits.” These kits included notepads, business cards, business card holders, certificates, and t-shirts, which will help them as they transition into the workforce.

Hispanic/Latino/a/x Convocation

The Virtual Hispanic/Latino/a/x Convocation at Texas Tech University is a signature event that honors, recognizes, and celebrates the academic accomplishments and commitment of TTU’s Hispanic/Latino/a/x students pursuing higher education. Due to COVID-19, the long-standing Hispanic Convocation hosted by the alumni group Raiders Rojos was cancelled.

In lieu of the traditional graduation serape stoles, a new tradition was created by providing each participant with a commemorative lapel pin. The outer edge of the lapel pin resembles that of the TTU Hispanic Convocation Stole, the images of the Double T and the state of Texas are centered, with the phrase “From Here, It’s Possible” in Spanish. The pin recognizes graduating students’ new status as “Alumni”.

First-Generation Transition & Mentoring Programs (FGTMP)

Due to COVID-19 restrictions and the virtual learning season, First-Gen Transitioning & Mentoring programs committed to celebrating and recognizing, both in digital and physical formats, program participants and peer mentors who participated in the program during their university experience.

Graduating students who were participants of FGTMP received a graduation celebration packet and were highlighted via social media.

Black Student Convocation

An event typically held twice during the academic year, the Texas Tech University Black Student Convocation recognizes, honors and celebrates the academic success and accomplishments of TTU’s Black students pursuing higher education. For spring and summer graduates, Kente Stoles were mailed out to participating students. To continue the recognition of these students and provide feature stories highlighting their achievements, a webpage was created (ttublackgrad.com) for current graduates & alumni.

2020 Title III and Title V Designation as an Eligible Institution

2020 Texas Tech University Named Chess College of the Year

2020 Top Colleges for Diversity

2019 INSIght into Diversity – Diversity Champion

2019 NASPA First Forward Designation

2019 Best Military Friendly Online Colleges

2019 Military Times Best for Vets College

2019 Higher Education Excellence in Diversity (HEED) Award

2020 Campus Pride Index - 4.5 out of 5 stars

2020 INSIGHT into Diversity – Diversity Champion

®
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 experiences. Our students learn how to actively listen, communicate, and respect others, developing into upstanding leaders in their communities.

Signature Event:
Texas Tech University’s 2019 Back to School Fiesta was held on Saturday, August 3rd, 2019 on the West Side of the Jones AT&T Stadium on the TTU campus. The event featured a free lunch and live entertainment for everyone to enjoy. Free school supplies and backpacks were given to K-12 students in attendance. Supplies were distributed on a first-come, first-served basis. This year, the event distributed 300 upgraded backpacks to the first 300 students. Remaining students received a drawstring backpack.

Back to School Fiesta Students served 1,028
Overall participants attended 1,649
Vendors/orgs involved 32

Programs & Initiatives
• Hosted the 2nd Annual College Connect Alumni Festival with increased participation
• Offered a College Connect summer camp alumni scholarship
• Offered two Virtual Experiences in place of Traditional Summer Programs due to COVID-19 restrictions

Internal & External Partnerships
• University Admissions
• Housing, Hospitality
• Athletics
• Student Recreation Center
• Parking Services
• Student Union Building
• Library
• College of Education
• Edward E. Whitacre Jr. College of Engineering
• College of Media and Communication
• College of Architecture
• National Wind Institute
• University Career Center
• Financial Aid and Scholarships
• Red to Black
• TTUHSC
• TTU K12 Online School
• TTU Facilities and TTU Grounds
• Premont ISD
• Lubbock ISD
• Lubbock-Cooper ISD
• IDEA Public Schools
• Talkington School for Young Women Leaders
• KTXT - Radio Station

External Funds, In-kind Sponsorships, Donations or Grants
• $20,000 - Halliburton Foundation grant

Back to School Fiesta Participation: Drive-Thru Event

- SCHOOL SUPPLY KITS 1,060
- VEHICLES 410
- COMMUNITY PARTNERS 7
### CHESS PROGRAM

**About**
The Texas Tech Chess Program brings outstanding students from all over the world to Texas Tech University. We provide opportunities for students at a variety of levels, from International Grandmasters to club players, offering scholarships for both undergraduate and graduate degrees. Our students represent Texas Tech University at the state and national level, as well as providing outreach and teaching chess in the community.

#### Race & Ethnicity

<table>
<thead>
<tr>
<th>Race &amp; Ethnicity</th>
<th>FALL 2019</th>
<th>FALL 2020</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASIAN</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BLACK OR AFRICAN AMERICAN</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HISPANIC</td>
<td>7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Internal & External Partnerships**

- chesskid.com Lubbock Independent School District
- Frenship Independent School District
- College Connect (Back to School Fiesta)
- Texas Tech Museum (exhibit, presentations at the museum, Museum by Night)
- University Interscholastic League (academic competitions, presentations for Conference, writing of Chess A+ tests)

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### AVID FIRST-YEAR EXPERIENCE

**About**
AVID First Year Experience 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.

#### Race & Ethnicity

<table>
<thead>
<tr>
<th>Race &amp; Ethnicity</th>
<th>FALL 2019</th>
<th>FALL 2020</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLACK OR AFRICAN AMERICAN</td>
<td>2</td>
<td>1</td>
<td>53.33%</td>
</tr>
<tr>
<td>HISPANIC</td>
<td>8</td>
<td>6</td>
<td>74.07%</td>
</tr>
<tr>
<td>WHITE</td>
<td>2</td>
<td>1</td>
<td>66.67%</td>
</tr>
</tbody>
</table>

**AVID First Year Experience Retention**

<table>
<thead>
<tr>
<th>GROUP</th>
<th>FALL 2019</th>
<th>FALL 2020</th>
<th>Retention Rate</th>
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<tbody>
<tr>
<td>FIRST-GEN STUDENTS</td>
<td>8</td>
<td>6</td>
<td>75%</td>
</tr>
<tr>
<td>MILITARY AFFILIATION</td>
<td>1</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>ALL STUDENTS</td>
<td>12</td>
<td>8</td>
<td>66.66%</td>
</tr>
</tbody>
</table>

**Programs & Initiatives**

- **Re-branding & Structuring**
  - In an effort to increase future program participant engagement, the Office of Academic Enrichment/AVID has restructured to the AVID First Year Experience (AFYE) and has defined a partnership with the RaiderReady Programs. This partnership incorporates a special section of the RaiderReady 1100 course with a special focus on the AVID success principles. Students participating in this experience also have the opportunity to work with an AVID Student Ambassador at a variety of programs and events outside of the course.

**Internal & External Partnerships**

- College of Education - Through a partnership with the COE, AFYE is able to facilitate sections of the one (1) credit hour RRS 1100 course with a focus on the AVID success principles.
FIRST-GENERATION TRANSITION & MENTORING PROGRAMS

About
First-Generation Transition & Mentoring Programs is dedicated to increasing the retention and graduation rates of first-generation students as they pursue a degree at Texas Tech University. Through peer mentorship, social engagement, and First-Gen success pathways, FGTMP is focused on supporting First-Gen students as they navigate each phase of their university experience leading towards graduation and beyond. Program participants gain an expanded network of support in order to promote their personal, social, and academic well-being. FGTMP is committed to creating an inclusive space for First-Gen students so that they feel a greater sense of belonging at Texas Tech.

Race & Ethnicity

<table>
<thead>
<tr>
<th>Race &amp; Ethnicity</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>13</td>
<td>18</td>
<td>85.42%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>18</td>
<td>148</td>
<td>72.53%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>66.67%</td>
<td>54</td>
<td>74.07%</td>
</tr>
<tr>
<td>International</td>
<td>6</td>
<td>17</td>
<td>40%</td>
</tr>
<tr>
<td>Unknown</td>
<td>6</td>
<td>17</td>
<td>40%</td>
</tr>
<tr>
<td>White</td>
<td>15</td>
<td>8</td>
<td>53.33%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>54</td>
<td>40</td>
<td>74.07%</td>
</tr>
<tr>
<td>Black, not of Hispanic Origin</td>
<td>9</td>
<td>6</td>
<td>66.67%</td>
</tr>
<tr>
<td>African American Multiracial</td>
<td>5</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Asian</td>
<td>4</td>
<td>3</td>
<td>75%</td>
</tr>
<tr>
<td>Unknown</td>
<td>2</td>
<td>2</td>
<td>100%</td>
</tr>
<tr>
<td>Multiple</td>
<td>2</td>
<td>2</td>
<td>100%</td>
</tr>
<tr>
<td>Overall</td>
<td>91</td>
<td>66</td>
<td>72.53%</td>
</tr>
</tbody>
</table>

Retention Rates

- Student Success & Retention
- International Graduate Admissions
- Civil Engineering
- College of Education
- Office of the Dean of Students
- Office of the President
- Raider Education

Programs & Initiatives

- Reporting & Data Collection – FGTMP partnered with the Office of the Registrar to develop a cohort indicator for program participants to track student engagement, retention, and success.
- First-Gen Week – A university-wide experience, the First-Gen Week celebration seeks to recognize, educate, and support students during this weeklong experience focused on first-gen in college students. This was the inaugural week-long event for TTU that celebrates first-gen students. In addition, this event brought together a planning team that included partners from First-Generation Transition & Mentoring Programs, and Mentor Tech, Military & Veteran Programs, McNair Scholars Program, TRIO Student Support Services, University Student Housing, Student Financial Aid & Scholarships, and the Office of the President.
- FGTMP Mentee Orientation & Onboarding - FGTMP piloted the spring 2020 Mentee Orientation for new and returning Mentees to provide them with an overview of the program, expectations, and relevant information to connect with their first-gen peer mentor. Pilot yielded 27 mentees in attendance.
- Expanding Mentorship for Undergraduate Students – Prior to the fall 2019 semester, FGTMP focused on serving first-and second-year students. By the spring 2020 semester, FGTMP expanded Peer Mentorship to any first-gen undergraduate student. This created space for the program to expand services and programs to support students on the various milestones of their university journey.

First-Gen Summer Series – As part of the TTU First-Gen Forward Designation, TTU is committed to providing a space for educating faculty and staff on best practices and emerging research on the first-generation student population. This series includes seven unique sessions for engagement by TTU faculty and staff. The sessions have yielded between 10 – 15 participants in attendance.

Internal & External Partnerships

Conversations with the Next Generation (CWNG) invites First-Generation TTU Faculty and Staff to share their success stories with the “Next Generation” of First-Generation students. Guest speakers share the journey leading up to higher education, influences, challenges, and opportunities. How they arrived, where they are now, and what decisions they made to get there. Finally, the CWNG speakers offer advice to the “Next Generation” and a call to action to find their own success story. This event is only as successful as the presenters, which include representation from:

- Student Success & Retention
- International Graduate Admissions
- Civil Engineering
- College of Education
- Office of the Dean of Students
- Office of the President
- Raider Education

External Funds, In-kind Sponsorships, Donations or Grants

- First-Generation College Celebration Grant - Sponsored by the Council for Opportunity in Education (COE) and the Center for First-Generation Success
- Center for First-Generation Student Success ($500 Grant Award) - This grant award is intended to support institutions in their efforts to engage with First-Generation students.

From Here, It’s Possible
About
The McNair Scholars Program is designed to prepare 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. The goal of the McNair Scholars Program is to increase graduate degrees awarded to students from underrepresented segments of society. 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.

Participants
- Total: 26

First-Generation & Veteran Status
- First-Generation: 20
- Veteran Status: 1

Race Retention
- 100%

Ethnicity Retention
- 100%

First-Gen Retention
- 100%

McNair Scholars Retention
- Black or African American – 100%
- Hispanic – 100%
- Two or more – 100%
- White – 100%

McNair Explorers Retention
- Black or African American – 100%
- Hispanic – 100%

Veteran Status Retention
- 100%

Programs & Initiatives
This was the inaugural year for the Explorers.

Internal & External Partnerships
- TRUE TRIO SSS South Plains TRIO Alliance

Race & Ethnicity

<table>
<thead>
<tr>
<th>Race</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black or African American</td>
<td>6</td>
</tr>
<tr>
<td>Hispanic</td>
<td>18</td>
</tr>
<tr>
<td>Two or More Ethnicities</td>
<td>1</td>
</tr>
<tr>
<td>White</td>
<td>1</td>
</tr>
</tbody>
</table>

Financial Aid Preparedness Night – As part of the Fall 2019 First-Gen Week, students were invited to attend this session and learn from Financial Aid representatives on the process of completing either FAFSA or TASFA in a timely and proactive manner.

Waking DREAM Watch Party – In November of 2019, the U.S. Supreme Court heard oral arguments on the validity and constitutionality of the DACA program. The DREAM Resource Center hosted a space for the TTU community to unite and listen to news coverage related to the hearing. In addition, the DRC facilitated a documentary screening and discussion featuring Dr. Rossy Lima, TTU Faculty member, to learn more and discuss the journey of DREAMers in America.

Internal & External Partnerships
Student Legal Services Partnership – In early spring 2020, the DREAM Resource Center established and partnered with the Student Legal Services to develop an intentional process and pipeline for DREAMers seeking legal counsel to connect with a licensed attorney. DREAMers are now encouraged and supported if they seek legal counsel to connect with Student Legal Services.
Military & Veterans Programs assists veterans and military-affiliated students in achieving academic, personal, and professional success. We assist individuals in a seamless transition from military to civilian life by helping students establish educational benefits, encouraging campus and community engagement, and helping to provide a positive experience through degree completion and on to a successful future.

Race & Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Total</th>
<th>White</th>
<th>Hispanic</th>
<th>Native Hawaiian/Pacific Islander</th>
<th>Asian</th>
<th>African American</th>
<th>Native Indian/Alaskan Native</th>
<th>Two or More Ethnicities</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>16</td>
<td>1524</td>
<td>880</td>
<td>4</td>
<td>24</td>
<td>201</td>
<td>16</td>
<td>149</td>
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<td>Unknown</td>
<td>15</td>
<td>160</td>
<td>160</td>
<td>160</td>
<td>260</td>
<td>260</td>
<td>260</td>
<td>260</td>
</tr>
</tbody>
</table>

About

Military & Veterans Programs assists veterans and military-affiliated students in achieving academic, personal, and professional success. We assist individuals in a seamless transition from military to civilian life by helping students establish educational benefits, encouraging campus and community engagement, and helping to provide a positive experience through degree completion and on to a successful future.

Programs & Initiatives

Record Enrollment of students using Federal VA or State Hazlewood Veterans Educational Benefits.

- Certified 2291 students in Fall 2019 using federal or state Veterans’ Education Benefits.
- Certification includes: Correspondence with the student and, at times, an academic advisor or a parent; Review and approval of applications/supporting documents, transfer documents, and certification requests; Review of degree plans and class registration hours; Data entry into state/federal/TTU computer systems; Scanning of documents; Billing.

In order to continue to provide a way for students and guests to connect with MVP staff and gain the same services as the MVP physical space during COVID 19 and beyond:

- MVP added a Virtual Lobby to the online MVP Blackboard Course.
- MVP Stars and Stripes Virtual Café provided a space for interactive presentations and connection with students and guests throughout the year: First guest, Clarence Court, with the TVC; Second guest, Dr. Carol Sumner, VP & Chief Diversity Officer.

Internal & External Partnerships

- Archive of Modern American Warfare
- Financial Aid
- First-Gen & Mentoring
- TTU Chess
- DoD of Students
- Museum of Texas Tech
- Office of the Registrar
- SALUTE Veteran Student Honors Society
- Support Operations for Academic Retention
- Student Business Services (SBS)
- Counseling Center
- Student Disability Services
- Student Success & Retention
- Transition and Engagement (RBO)
- Veterans & Military Service Center
- TTU Library Services
- University Parking
- University Writing Center
- Red to Black
- Risk Intervention & Safety Education
- Legal Services
- Center for Collegiate Recovery
- Communities at TTU
- University Career Center
- TTU Equine-Assisted Counseling and Wellness
- Vietnam Center and Archives
- Veterans at Texas Tech student Association

External Funds, In-kind Sponsorships, Donations or Grants

- MVP received a gift of $16,000 from Lockheed Martin Corporation for 2019-2020. This is the third year in a row we have received this funding.

- MVP received a gift of $7,000 from Phillips 66 for 2019-2020 for Veterans in Engineering Scholarships. This is the third year in a row we have received this funding.

- Veteran Scholarships funded by Phillips 66 were awarded to six MVP Engineering Students in 2019 (one award moved to be awarded in 2020-2021).

- MVP Scholarships were awarded to two veterans
- MVP Pat Gilliam Scholarships were awarded to two family member students
- The Major Troy Gilbert Scholarship funded by MVN was awarded to one veteran
- The Achenbach Memorial Scholarship was awarded to one veteran student (Fall 2019 award only).

- MVP received a gift of $16,000 from Lockheed Martin Corporation for 2019-2020. This is the third year in a row we have received this funding.

- 12 MVP Scholarships were awarded for the academic year 2019-2020
- Veteran Scholarships funded by Phillips 66 were awarded to six MVP Engineering Students in 2019 (one award moved to be awarded in 2020-2021).
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### MENTOR TECH

Founded in 2002 as The Lauro Cavazos & Ophelia Powell-Malone Mentoring Program, Mentor Tech is dedicated to increasing the retention and graduation rates of program participants with a special focus on those from underrepresented and marginalized populations at Texas Tech. Open to undergraduate and graduate students, Mentor Tech is committed to enhancing the Red Raider experience through mentorship, professional development, and culture and identity-focused experiences. Mentor Tech collaborates with faculty and staff from across the Texas Tech system who serve as mentors and provides them with training and best practices on building trusting and supportive mentor/protégé relationships using community cultural wealth as a model for empowering program participants throughout their university experience and beyond.

#### Race & Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>COUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASIAN</td>
<td>48</td>
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<tr>
<td>BLACK OR AFRICAN AMERICAN</td>
<td>88</td>
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<tr>
<td>HISPANIC</td>
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<tr>
<td>INTERNATIONAL</td>
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<tr>
<td>TWO OR MORE ETHNICITIES</td>
<td>27</td>
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<tr>
<td>WHITE</td>
<td>89</td>
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</table>

### Programs & Initiatives

- **During the 2019-2020 academic year Mentor Tech accomplished the following:**
  - Reestablished South Plains Bridges Program Partnership;
  - Renewed support from Phillips 66 partners;
  - Piloted new Self-Awareness Series aimed at increasing programs participants’ professional and personal awareness;
  - Piloted new professional development series for student leaders within our program; and,
  - Collaborated on over 15 events with divisional partners.

### Internal & External Partnerships

- Phillips 66—$5,000 grant for professional development activity
- Workshops/Presentations Top Tier—Free space rentals each year
- The Learning Center—Workshops/Presentations as well as space rentals

### External Funds, In-kind Sponsorships, Donations, or Grants

- Phillips 66—$5,000 South Plains Bridges Program

### OFFICE OF LGBTQIA EDUCATION & ENGAGEMENT

#### 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.’

#### Programs & Initiatives

Campus Pride again recognized Texas Tech University with a 4.5-star ranking and premier campus designation on the Campus Pride Index while increasing the institution’s overall score for 4 points (86/100). The Office hosted the 3rd annual Big 12 LGBTQIA & Allies Summit with over 300 registered participants.

The Office re-envisioned the Allies Program as IGNITE! Texas Tech’s Program for LGBTQIA Allyship while offering 25 educational sessions on 10 different topics that reached over 400 students, faculty, staff, alumni, and community partners. The Office expanded its capacity through the hiring of a second full-time staff position (administrator) focused on student-facing programs.

#### Internal & External Partnerships

Throughout the year, the Office has partnered with many internal and external entities, including:

- Center for Campus Life—Ongoing regarding programming and specific signature events including the Big 12 LGBTQIA & Allies Summit;
- Club Luiz—Pride Week and the Big 12 LGBTQIA & Allies Summit;
- Graduate School—the Big 12 LGBTQIA & Allies Summit;
- Health Sciences Center—the Big 12 LGBTQIA & Allies Summit;
- Health Sciences Education (HSES) Office—Ongoing regarding peer education on inclusive sex education, safer sex, and substance abuse;
- School of Music—Transgender Remembrance Vigil & Celebration of Life and Lavender Graduation;
- Student Counseling Center—Culturally-competent behavioral health services and peer education;
- Student Career Center—Pride Week & the Big 12 LGBTQIA & Allies Summit;
- University Libraries—the Big 12 LGBTQIA & Allies Summit;
- University Student Housing—Pride Week and the Big 12 LGBTQIA & Allies Summit; and,
- Women’s & Gender Studies—Community-based Pride celebrations, Pride Week, Queer Reels, Real Topics Film Series, and the Big 12 LGBTQIA & Allies Summit.

#### External Funds, In-kind Sponsorships, Donations, or Grants

The Texas Tech University Office of LGBTQIA Education & Engagement was the recipient of two grants from the Texas Pride Impact Fund during the 2019-2020 academic year. The first grant was awarded $1,500 in 2019 for general operations support, while the second grant in the amount of $3,500 was awarded during the spring 2020 for general operations in response to challenges presented by the COVID-19 pandemic.
The Student Intersectional Leadership Council provides leadership opportunities focusing on intersectionality, interpersonal, and intercultural leadership development. SILC builds inclusive communities of students through education, advocacy, social justice, heritage celebrations, cultural competence, and global engagement. Students lead the university in organizing and celebrating cultural and heritage programs, events, weeks and months that create the diverse community at Texas Tech.

About

Participants
- Total: 15

First-Generation & Veteran Status
- First-Generation: 6

Ethnicity Retention
- 100% - Asian
- 100% - African American/Black
- 100% - Latinx/Hispanic

SILC by Major
- Psychology: 1
- Electrical Engineering: 2
- History: 2
- Honors Arts and Letters: 1
- Political Science: 4
- Graduate Temporary: 1
- HDFS: 1
- Agricultural Sciences: 1
- General Studies: 1
- Marketing: 1

SILC by Classification
- Sophomores: 4
- Juniors: 5
- Seniors: 4
- Graduate Students: 2

Race & Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Total</th>
</tr>
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<tr>
<td>American Indian/Alaskan Native</td>
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<td>Hispanic</td>
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<td>International</td>
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</tbody>
</table>

Heritage Month Highlights

Latinx Heritage Month
The Latinx Professional Development focused on being a person of color in the workplace which included a reception and panel discussion from five prominent Latinx faculty and staff on campus. This event was attended by 40 people.

Indigenous People’s Heritage Month
The Indigenous People hosted Indigenous Cuisine with Rocky Reyna where she spoke about the history of the land and of food of Indigenous People along with providing participants a tasting of the cuisine. This program was attended and highly enjoyed by 45 people.

Black History Month
Twenty three students attended the Big XII Conference on Black Student Government sponsored by the University of Oklahoma where they learned about leadership, diversity, equity, and inclusion initiatives, and networked with over 600 participants. One of the students presented at the conference as well.

Asian, Pacific Islander, Desi, and Arab (APIDA) Heritage Month
APIDA Heritage Month premiered the APIDA of Texas Tech spotlighting faculty, staff, and students speaking about what it means to be APIDA at Texas Tech.

Internal & External Partnerships
- Dell Technologies was an external partner in the work with the Latinx Community.
- Internal partners for SILC included: DDEI, TTU Libraries, Student Affairs, College of Education, College of Engineering, College of Media & Communication, University Student Housing, Athletics, and Dining Services.

External Funds, In-kind Sponsorships, Donations or Grants
- Dell Technologies, in conjunction with SILC, sponsored Latinx Heritage Month. Dell Technologies contributed $5,000 towards both of the events along with t-shirts commemorating the month.
RAIDER EDUCATION

About
Raider Education partners across campus with faculty, staff, and students to increase opportunities for cultural intelligence, diversity, justice, and inclusive leadership skill development through workshops, trainings, and intentional leadership development. Workshops are developed and led in a peer-development model to include topics that foster inclusion, civility, equity, justice, and community. Each workshop can be adapted to meet the goals of the of participating groups. Raider Education also provides training and support to peer educators involved in creating and facilitating the Raider Education curriculum across Texas Tech University.

Internal & External Partnerships
Raider Education partnered with FGTMP to offer an inclusive mentoring workshop for First-Generation Peer Mentors. The training included 11 peer mentors.

• Participant learning outcomes included definition and discussion of inclusive mentoring practices and practice with the DRAG-IT inclusive reflection model.

Raider Education partnered with UIL programs to offer inclusive leadership in-service training at the TAME engineering competition.

• Participants included 18 teachers from nearby middle and high schools.

Raider Education partnered with Mentor Tech to offer an inclusive mentoring workshop for PAC Leaders.

• The training included eight peer mentors.

Raider Education partnered with Mentor Tech to offer an inclusive mentoring workshop for Faculty & Staff Mentors.

• The training included 12 mentors.

Raider Education partnered with Campus Life and the Office for Student Involvement.

• Learning outcomes included identifying the role of social identities & meaning-making in student leadership, understanding the difference between visible and invisible culture within student organizations on campus, and identifying strategies for inclusive leadership and welcoming organizational cultures.

• 17% of participants took part in two separate workshops focused on inclusive leadership.

UNIVERSITY INTERSCHOLASTIC LEAGUE

About
Texas Tech UIL hosts high school regional competitions within all classifications of Region 1. Events consist of Volleyball, Cross Country, Swimming & Diving, Basketball, Golf, Tennis, Track & Field, One Act Play, and Academics. Over 6,400 high school students compete at Texas Tech for the right to qualify and advance to the state tournament competitions. Texas Tech UIL supports advancing the awareness of and increasing the enrollment of Texas Tech University by hosting UIL regional academic and athletic competitions that enable many top high school students from across the state the opportunity to visit the Texas Tech campus.

Internal & External Partnerships
• Fuddrucker’s
• Lubbock Christian University
• Lubbock City Parks & Rec
• MCM Elegante Hotel & Suites
• Lubbock Sports Authority

External Funds, In-kind Sponsorships, Donations, or Grants
• $3,550 grant for OAP Director’s Workshop
• $8,000 grant for Regional OAP
• $10,000 grant for Theatre/Technical/Film Camp

Participants
• Total: 3,127
Age Ranges/Groups
• 8th - 12th Grades
Schools Served, Locations of Schools Served
• Region 1 - Classifications 1A-6A
Types of Schools Served
• High Schools

Total Number of Guests at Events, Visits, Mailings
• Approximately 50,000
TRIO STUDENT SUPPORT SERVICES

Participants
- Total: 145
- First-Generation & Veteran Status: 136
- Veteran Status: 1

Ethnicity Retention
- American Indian or Alaskan – 50%
- Asian – 83.3%
- Black or African American – 82.61%
- Hispanic – 77.27%
- White – 61.9%

First-Gen Retention
- 94%

Veteran Status Retention
- 1%

Overall Program Retention
- 91%

Participant Age Ranges/Groups
- 18 - 60+

About
TRIO Student Support Services (SSS) is designed to increase persistence and graduation rates through services and resources. TRIO SSS provides academic advising, tutoring, financial literacy development, graduate school and career preparation, and exposure to cultural activities. Students who are first-generation, demonstrate a financial need, or are registered with TTU Student Disability Services are eligible to apply for the program.

Race & Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>AMERICAN INDIAN/ ALASKAN NATIVE</th>
<th>ASIAN</th>
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<tr>
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</table>

Programs & Initiatives
- Twenty-nine TRIO SSS participants attended a graduate school trip to Chicago, IL. This trip included meetings and tours with faculty and staff from various universities, as well as various cultural activities that incorporated learning the history of Chicago and team building.
- TRIO SSS hosted the Annual New Participants Orientation, August 24, 2019, where several new and returning students joined SSS. Participants learned about our learning styles, TRUE colors, and services provided by TRIO SSS. The orientation provided two tracks student participants could follow, one for returning students and the other for new students.
- For the school year 2019-2020, TRIO SSS had a total of 15 students graduate with their Bachelor’s Degree.
- TRIO SSS awarded nine student participants with $1,000 scholarships during the 2019-2020 school year.

Internal & External Partnerships

Internal
- TTU Career Center
- TTU Writing Center
- TTU Red to Black
- TTUHSC
- Risk Intervention & Safety Education
- TTU Student Counseling Center
- TTU Wellness Center
- TTU Student Disability Services
- TTU Study Abroad Office
- The Learning Center
- First-Generation Transition & Mentoring Programs
- AVID First Year Experience
- Office of LGBTQIA
- TTU Financial Aid and Scholarship Office
- TTU Housing

External
- University of Chicago
- Northwestern University
- Erikson Institute
- University of Illinois at Chicago
- Institute of Chicago
- Sierra Club
- Roosevelt University
- Illinois Institute of Technology
- Volunteer Center of Lubbock
- American Red Cross
- Buckner Family Center

www.depts.ttu.edu/triosss | 806.742.3629

FOSTER, AFFIRM, CELEBRATE, ENGAGE, STRENGTHEN