

OFFICE OF DIVERSITY & INCLUSION

*2018-2020 REPORT*



**TCU**<sup>®</sup>

OFFICE OF DIVERSITY & INCLUSION

# 2018-2020 REPORT

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# **ABOUT THE OFFICE OF DIVERSITY & INCLUSION**

## **Our Mission**

The mission of Texas Christian University's Office of Diversity & Inclusion is to strategically plan and promote an inclusive campus community for all stakeholders. As such, the office strives to be engaged with a multitude of diversity, equity and inclusion (DEI) initiatives, promote inclusive excellence, create professional learning opportunities, plan campus community events and foster a campus community that is welcoming for all.

## **Our Vision**

The Office of Diversity & Inclusion aims to be a centralized resource that creates opportunities for individuals to make meaningful connections and to interact in the spirit of building an inclusive community across those cultures.

meaningful  
connections



# **INTRODUCTION**

## Fostering a More Welcoming and Diverse Community

TCU is committed to creating an environment where students, faculty and staff thrive and a campus community that is welcoming and respectful to all.

Over the past two years, the Office of Diversity & Inclusion and the DEI Committee have made progress toward making TCU a more inclusive campus. The increase in learning and development opportunities, mandatory selection committee training and the initiative to implement the DEI essential competency in the core curriculum are a few of the initiatives that TCU is proud to have accomplished.

The success of DEI is dependent on the diligence of faculty, staff and students. We have made much progress and have much

more work to do. We will continue to build a stronger and more inclusive community as we strive for inclusive excellence. It takes ALL of us to achieve success.

DEI initiatives are a key part of TCU's core values. Fulfilling TCU's mission to develop ethical leaders and critical thinkers in a global community depends on the university's ability to attract and retain students, faculty and staff from diverse backgrounds that thrive in our community. A diverse and inclusive campus leads to innovation, broadened perspectives and understanding—values that are foundational aspects of higher education and a key part of TCU's strategic plan recommendations, *Vision in Action: Lead On*.

***DIVERSITY IS MORE THAN A MISSION.  
IT'S PART OF OUR CORE.***



# LEARNING AND DEVELOPMENT

At TCU, we all must be engaged in continuous growth through education and professional development. We're dedicated to creating and advancing strategies and practices that ensure TCU faculty, staff and students meet our commitment to DEI.

## CEO Action for Diversity & Inclusion

CEO Action for Diversity & Inclusion is the largest CEO-driven business commitment to advancing diversity and inclusion in the workplace. Chancellor Victor J. Boschini, Jr., was one of 550 industry leaders to sign the CEO Action for Diversity & Inclusion pledge in fall 2018.

This pledge led to a series of programming developed for faculty, staff and students focused on unconscious bias. The series of programs included:



## Workshops

**“Taking Action Together: Unconscious Bias and Microaggressions”** held in June 2019, built on the conversation from “Exploring Blind Spots” to amplify efforts to make our workplaces a space to have complex and sometimes difficult conversations about diversity and inclusion.

**“Exploring Blind Spots to Build Understanding: Unconscious Bias”** encourages dialogue on the impact of blind spots and implicit bias on our interactions and engage in conversations of understanding in the workplace so that we can expand our perspectives, build relationships and foster a culture of inclusion. More than 100 faculty and staff attended the inaugural workshop held in December 2018. This workshop was held again in March 2019, November 2019 and February 2020.

**“Flip the Script”** employs basic conflict resolution theories and encourages inclusive language in the workplace. Even with the best intentions, we can say things that are hurtful to others without realizing the impact of our words. This introductory-level workshop will use a self-directed learning model to help participants identify opportunities for action and practice using inclusive language in our campus community.

## Cultural Humility and Inclusive Environments

Diversity and Inclusion Strategist Shani Barrax Moore facilitated an interactive session that exposed participants to the concept of cultural humility and how their identity-based lenses and perspectives contribute to intentionally inclusive or passively exclusive environments. This session provided TCU faculty and staff in attendance opportunities to self-reflect and critically analyze this life-long learning process.

## Intercultural Conflict in the Classroom: Theory, Strategies and Practice

This workshop provides basic conflict resolution theories to help participants identify and manage intercultural conflict in the classroom and practical strategies to address and resolve intercultural conflict in classroom conversations. The challenges of communicating through conflict, as well as the ways in which conflict can be negotiated—both individually and collectively—will be addressed. In this interactive workshop, participants also practice skills discussed utilizing a variety of interactive activities designed to help navigate conflict in our classroom communities.

## 2019 Intercultural Conflict in the Classroom: Theory, Strategies and Practice

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## Train the Trainer – Unconscious Bias and Microaggressions

In January 2020, 20 faculty and staff completed the train-the-trainer program. The training focused on unconscious bias and microaggressions. Dr. Uche Blackstock, founder and CEO of Advancing Health Equity, facilitated the training sessions. Beginning in fall 2020, more facilitators will be available to provide unconscious bias and microaggressions workshops for the campus community.

## Selection Committee Training

The Office of Diversity & Inclusion and Human Resources collaborated to provide selection committee training for search committee members for dean searches for the AddRan College of Liberal Arts, the College of Education, the College of Fine Arts and for an assistant dean search for the School of Interdisciplinary Studies. Training consisted of proper procedures and best practices through Human Resources and managing bias during the interview process.

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## Training Offered by the Office of Diversity & Inclusion

The Office of Diversity & Inclusion partnered with administrative and academic units to enhance, develop and implement employee professional development that supports a climate of equity and inclusion for the overall college community to live, work and interact productively in an increasingly diverse and complex world.

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### 2018

October                      Championing Inclusion in the Workplace

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### 2019

January 4                      Residential Life training for hall directors: “Unconscious Bias in Recruitment and Hiring”  
August 15                      Presentation to College Diversity Advocates: “Cultural Proficiency Continuum”  
September 20                      Young Chancellor’s Advisory Council: “Exploring Blind Spots to Build Understanding: Unconscious Bias”  
September 27                      Chancellor’s Advisory Council: “Exploring Blind Spots to Build Understanding: Unconscious Bias”  
October 8                      DEI Committee Members and College Diversity Advocates: “Creating a Culture of Inclusion on Campus,”  
presented by CUPA-HR  
October 16                      UNLF Class presentations: DEI at TCU  
November 18                      Neeley School of Business, BNSF Leadership Program leadership: “Diversity as a Business Imperative”

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### 2020

January 10                      Resident Assistant staff training: “Unconscious Bias: Exploring Blind Spots for Understanding”  
January 27                      Texas Association of Black Personnel in Higher Education (TABPHE): “Interrupting Microaggressions”  
February 18                      TCU Retirees Association: DEI Presentation and Q & A  
February 21                      TCU College of Science & Engineering (dean’s staff): “Unconscious Bias: Exploring Blind Spots for Understanding”  
February 27                      Leaders to Life: “Interrupting Microaggressions in the Millennium”  
March 5                      TABPHE: “Interrupting Microaggressions”

# CAMPUS EVENTS

At TCU, we provide multiple opportunities to engage the campus community to cultivate rich intercultural experiences that develop skills in living and learning in diverse communities. Our programs focus on meaningful engagement that celebrates diversity, equity and inclusion.

## Fall 2018-Spring 2020 Event Highlights

### Luncheon Speaker

Frederick Gooding, Ph.D., professor of African American Studies in the John V. Roach Honors College, presented a special lecture about his book, *American Dream Deferred: Black Federal Workers in Washington, D.C., 1941-1981*. *American Dream Deferred* challenges postwar narratives of widespread government gains for African Americans by illuminating the nuanced and neglected stories of these unknown black workers.

### Faculty and Staff of Color Welcome Reception

This reception was held to welcome faculty and staff of color, provide an opportunity for employees to connect, share updates regarding campus initiatives and receive a welcome message from Chancellor Victor J. Boschini, Jr.

### Faculty, Staff and Student Mixer

The TCU student chapter of the NAACP and Office of Diversity & Inclusion hosted a student, faculty and staff mixer in fall 2019 allowing attendees to meet and mingle. Faculty and staff also had an opportunity to offer advice to navigate a successful college experience and answer questions from students.

### Club and Organization Visit

In fall 2018, the director of Office of Diversity and Inclusion and chief inclusion officer met with clubs and organizations to extend an offer of support with future programs. Organizations included the undergraduate chapter of Spectrum, International Student Association, United Latino Association, Naturally Mi, African Student Organization and Word of Truth Gospel Choir.



### Hispanic Heritage Month

Luncheon co-sponsorship with Inclusiveness & Intercultural Services and Office of Diversity & Inclusion. Guest Speaker Bianka Soria-Olmos, Ph.D. '07 discussed her journey through medicine.

### “Crimmigration” Presentation

Luis Romero, Ph.D., assistant professor of comparative race and ethnic studies, gave a presentation titled “Crimmigration: Origins and Consequences in the United States Intersections of Criminal Law and Immigration Law.” He discussed how the nation entered the current crimmigration regime and his work on immigration detention.

### Unlikely Allies in the Academy Luncheon and Workshop

The book *Unlikely Allies: Women of Color and White Women in the Academy* was provided to faculty and staff who participated in the summer reading program. Karen L. Dace, Ph.D., editor of the book and vice chancellor for diversity, equity & inclusion at IUPUI, shared her insights on the important topic of allyship. Dace discussed the relationship dynamics in the book and led a small group discussion preceding the luncheon.





## “Check Your Blind Spots” Mobile Tour

A total of 267 faculty, staff and students participated in the “Check Your Blind Spots” tour experience in April 2019, sponsored by CEO Action for Diversity and Inclusion. “Check Your Blind Spots” is part of a national effort to explore and mitigate unconscious bias—a.k.a. blind spots—that can shape our judgments about people. The tour uses virtual reality and gamification techniques to address personal biases and drive inclusive behaviors. It also exposed participants to the nuances of unconscious bias to change behaviors. The story aired on CBS 11 News.



## Martin Luther King, Jr. Luncheon

The Jan. 15, 2020 luncheon, “A Call to Action: Continuing the Dream,” reflected on the history and significance of Dr. King’s legacy. This inaugural celebration included a historical and inspirational message by Bob Ray Sanders and a performance by the TCU Word of Truth Gospel Choir.



## End-of-Year Gathering

Before the end of the spring semester, faculty and staff of color are invited to an end-of-year gathering. Past gatherings were held at Cityview Lanes and Top Golf. The event scheduled for spring 2020 was canceled due to COVID-19.

## Office of Diversity & Inclusion Tailgate

In appreciation of everyone’s efforts, the Office of Diversity & Inclusion thanked the campus community for its commitment and support in developing, hosting and encouraging more inclusive programs and strategies at TCU by hosting a tailgate social before the Baylor vs. TCU home game.

# NOTABLE ACCOMPLISHMENTS

## FROM AROUND CAMPUS: Fall 2018 - Spring 2020

These accomplishments are just a few examples of the contributions made by people throughout the campus community, including areas outside the Office of Diversity & Inclusion.

### Dedicated Recruitment at Southern Regional Educational Board, Institute on Teaching and Mentoring

Representatives from Human Resources, the Chancellor's Office, the Office of Diversity & Inclusion and the TCU & UNTHSC School of Medicine actively recruited doctoral, postdoctoral and medical school candidates. This conference is one of the largest gatherings of minority doctoral scholars in the country and provides support for a doctoral candidate's successful introduction as faculty in post-secondary institutions.

### Chancellor's Postdoctoral Fellowship

TCU is pleased to offer a postdoctoral fellowship committed to enhancing our strong teacher-scholar model, which emphasizes the creation and dissemination of knowledge in equal measure. This fellowship, which may last up to two years, is designed to promote diversity and support stellar scholars who are committed to research, teaching and service.

### 2018 Native American and Indigenous People Plaque Dedication

On Sept. 11, 2018, a monument acknowledging all Native American peoples — especially the Wichita and Affiliated Tribes — was installed between Reed and Jarvis Halls. This monument was conceived by dedicated TCU faculty, staff and students and approved by the Wichita and Affiliated Tribes Executive Committee.

### DEI Award Presentation

The inaugural DEI Award was presented to Lynn Hampton, Ph.D., at the 2018 Fall Convocation. The 2019 DEI Award winner is Susie Olmos-Soto.

### TCU Named a HEED Award Winner for the Second Year in a Row

As the university continues to focus on strengthening the TCU experience and campus culture, the university was again recognized with the 2019 Higher Education Excellence in Diversity Award. It's the second consecutive year TCU has earned this designation from *Insight Into Diversity* magazine, which highlights our ongoing commitment to move TCU forward in the realm of DEI.

### First Newsletter Published

The first issue of the Office of Diversity & Inclusion newsletter, *New Directions*, highlighted events of the spring 2019 semester and shared upcoming events for the fall 2019 and spring 2020.

### TCU's STEM Scholar Program Received the 2019 Inspiring Programs in STEM Award from *Insight Into Diversity Magazine*

The award recognizes colleges and universities that encourage and assist students traditionally underrepresented in the fields of science, technology, engineering and mathematics, including students of color, women and first-generation college students. The STEM scholars inaugural class began in fall 2018.

### Inaugural DEI Advocate Named

In May 2019, Claire Sanders, Ph.D., was appointed Provost's Faculty Fellow and Inaugural Academic Affairs DEI Advocate.

### Inclusive Teaching Think-a-thon

The event was held to identify best practices and provide new professional development workshops dedicated to transforming how and for whom we teach. The Think-a-thon was a partnership between the School of Interdisciplinary Studies, the Koehler Center for Instruction, Innovation and Engagement, the Office of Diversity & Inclusion and Human Resources.

### Common Reading

The fall 2019 TCU common reading selection was *The Hate U Give*. Author Angie Thomas spoke to the incoming class on her life growing up in Jackson, Mississippi, and the inspiration for her novel.

### Diversity Advocates

College Diversity Advocates, established in 2018, promote DEI in their college or administrative unit by providing support of diversity in recruitment, selection and retention of employees, DEI curriculum and co-curricular programming. Beginning summer 2020, Divisional Diversity Advocates will begin similar work in their unit and work directly with vice chancellors.

## The Harrison Building Portrait Project

A commissioned group of faculty and staff submitted the names of TCU pioneers for Chancellor Victor J. Boschini, Jr., to review for commemoration in the new administration building, The Harrison. This work was built upon the portrait of Allene Jones in the Harris College of Nursing & Health Sciences, as well as academic work through the Department of Women & Gender Studies and the Bob Schieffer College of Communication. TCU's first three black graduates were selected to have their portraits displayed in The Harrison lobby.

## DEI Collaboration Committee

In February 2020, the DEI Collaboration Committee was established in direct response to concerns from the TCU community. Student, faculty and staff listening forums expressed worries of bias, unfair treatment and lack of inclusion. The Collaboration Committee met regularly in the spring semester to discuss the immediate concerns and drafting resolutions. Members include the chancellor, provost, vice chancellor for Student Affairs, vice chancellor for Finance and Administration, vice chancellor for Human Resources, DEI co-chairs and other key collaborators.

## Campus DEI Inventory

In summer 2019, the Office of Diversity & Inclusion and the Office of the Provost engaged with Damon Williams, Ph.D., with the nationally recognized Center for Strategic Diversity Leadership & Social Innovation to complete a campus-wide DEI inventory of programs and initiatives.

The goal of this project is to increase our awareness of all the DEI-related work taking place, creating an inventory of all such efforts on campus, allowing us all to improve how we work together to better serve our students, faculty and staff.

Another equally important goal of this project is to get invaluable and clear insight regarding how to infuse DEI into existing campus initiatives, programs, events and/or training opportunities.

## Diversity and Inclusion EDU training

TCU launched mandatory online training for faculty, staff and students beginning July 2020. Diversity and Inclusion EDU supports the commitment to creating a campus community that is welcoming and respectful to all. By having a greater understanding of different backgrounds and a shared desire for belonging and feeling valued, we are empowered to consider ways to build more positive and welcoming experiences.

## Inclusive Excellence Design Forum

In February 2020, Damon Williams, Ph.D., shared his findings with TCU leadership and presented opportunities to bridge gaps on inclusive excellence. The Office of the Provost and Office of Diversity & Inclusion look forward to continued work with Williams on a long-term plan to embed diversity and inclusion into the everyday culture of the organization.

Those results, combined with critical information gathered at listening sessions with students, faculty and staff and from meetings with student groups, are helping TCU leadership to develop new efforts and improvements to current initiatives.

## Go Institute

A site-based professional development experience for TCU doctoral students from across the disciplines, the Global Outlook Institute reframed its focus in 2019 to study and compare international approaches to DEI. Students learned from subject experts at both TCU and an array of leading universities in the UK. Students also explored the United Kingdom's diverse cultures in a range of geographical settings in both England and Scotland.

## Employee Resource Groups

Employee Resource Groups (ERGs) are employee-led groups comprising of individuals with a common interest, issue or diverse background. ERGs help support organizational diversity and inclusion efforts. This creates an opportunity for employees to engage in an environment of belonging and promote an encouraging, supportive and inclusive workplace. For more information, go to [inclusion.tcu.edu/resources/faculty-staff](https://inclusion.tcu.edu/resources/faculty-staff).



# OUTREACH INITIATIVES

- The chancellor signed on as a corporate work-study partner for Cristo Rey High School, with TCU hosting four high school interns for fall 2019-spring academic year.
- Extended Education collaborated with the Fort Worth ISD to host about 40 students at various summer camps this summer.
- TCU conducted campus visit days (student panels, tours, academic engagement activities, etc.) for multiple schools and community-based organizations.
- TCU partnered with the DFW Albert Schweitzer Fellowship to provide fellowships for graduate students committed to combating disparities in the local community centered around fellows serving over 200 hours in the local community.
- TCU partnered with Leadership Fort Worth and the Issues Initiatives Project. A group from the leadership class focused on how to engage local middle schools, (especially those that historically have had limited access to college campuses) and raise awareness of college opportunities. The group researched the needs of the local school districts as it relates to college readiness for middle schools and piloted a middle school visit with 200 eighth graders. They cross-referenced the data with information from the City of Fort Worth's Race and Culture Task Force. Based on the early results of the project, the group is recommending a community-based approach of engaging schools, universities, municipalities, corporations, and more to build a strong college culture for children across Fort Worth.

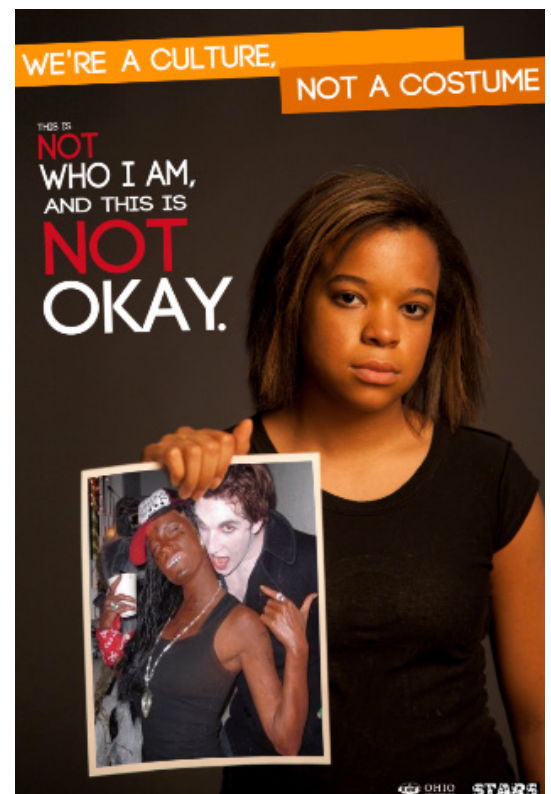
## CAMPUS COMMUNITY RESPONSE TEAM

The Campus Community Response Team (CCRT) is a diverse group of faculty, staff and students identified to conduct periodic reviews of information related to bias incidents to identify and provide campus educational opportunities.

The CCRT is committed to fostering a campus community that values diversity, freedom of expression, and promotes inclusive excellence by raising awareness regarding relevant issues concerning bias-related incidents on campus.

The CCRT does not investigate or adjudicate reported incidents of conduct or participate in any disciplinary process.

During the 2019-2020 academic year, the CCRT initiated the implementation of an online and on-campus poster campaign, "We are a CULTURE, NOT a COSTUME." The intent of this campaign is to help promote inclusive excellence on college campuses committed to diversity, equity and inclusion by raising awareness about cultural appropriation. During certain holidays, sometimes an individual does not intend to cause harm with their costume selection, however, one that culturally appropriates another group of individuals has the potential to do so. The CCRT also developed a "You Are Not Alone" resource handout for student distribution.





# DEI COMMITTEE

The TCU Diversity, Equity, and Inclusion Committee was established by the Faculty Senate in the late fall of 2016 to build a campus community committed to growth in diversity and inclusion, central to the university's mission to educate individuals to think and act as ethical leaders and responsible citizens in the global community. Its membership is comprised of faculty, staff, and students from across units at TCU. These passionate members share TCU's vision for a more diverse and inclusive campus and help to shape initiatives that will improve our campus culture.

The DEI Committee first met in January 2017. The following working groups were established in the spring semester:

- Curriculum
- Training
- Fort Worth Community Outreach
- Faculty and Staff Recruitment and Retention
- Student Recruitment and Retention
- Campus Culture

In October 2017, the DEI Committee presented recommendations to Chancellor Victor J. Boschini, Jr., that were based on the committee's careful study of current practices and assessment of immediate needs.

## Campus Conversations

On Sept. 18, 2018, DEI committee co-chairs Aisha Torrey-Sawyer and Karen Steele, Ph.D., updated the campus on the progress of the committee's work with the first "Campus Conversation." The six original committee topics were debuted as the four principle DEI goals and the announcement of the 2018 HEED Award. Four Pillars of the DEI Committee:

- **ATTRACT**  
Enhance recruiting and retention of underrepresented students  
Enhance recruiting and retention of under-represented faculty and staff
- **TEACH**  
Bolster curriculum, training and other academic initiatives that promote an understanding of DEI
- **REACH**  
Increase outreach and engagement with external communities and schools with large proportions of under-represented groups
- **EMBRACE**  
Promote a campus environment that is welcoming for all and free of bias

The second "Campus Conversations," titled "DEI and the Core Curriculum," was held on Jan. 29, 2019. Co-chairs of the subcommittee on DEI

Curriculum, Ariane Balizet, Ph.D., and Claire Sanders, Ph.D., with Faculty Senate Academic Excellence Committee representatives Sean Atkinson, Ph.D., and Jan Quesada, Ph.D., presented to approximately 300 faculty, staff and students. The DEI sub-committee on curriculum outlined the initial goals of DEI Core Curriculum and how core curriculum could be enhanced by adding a DEI essential competency.

In spring 2019, the DEI Committee presented progress, challenges and additional recommendations to Chancellor Boschini and Provost Dahlberg. These recommendations were embedded into the Vision in Action: Lead On final report.

In fall 2019, selected vice chancellors presented on the progress of various units and met with the DEI committee to report on initiatives and strategic priorities regarding DEI.

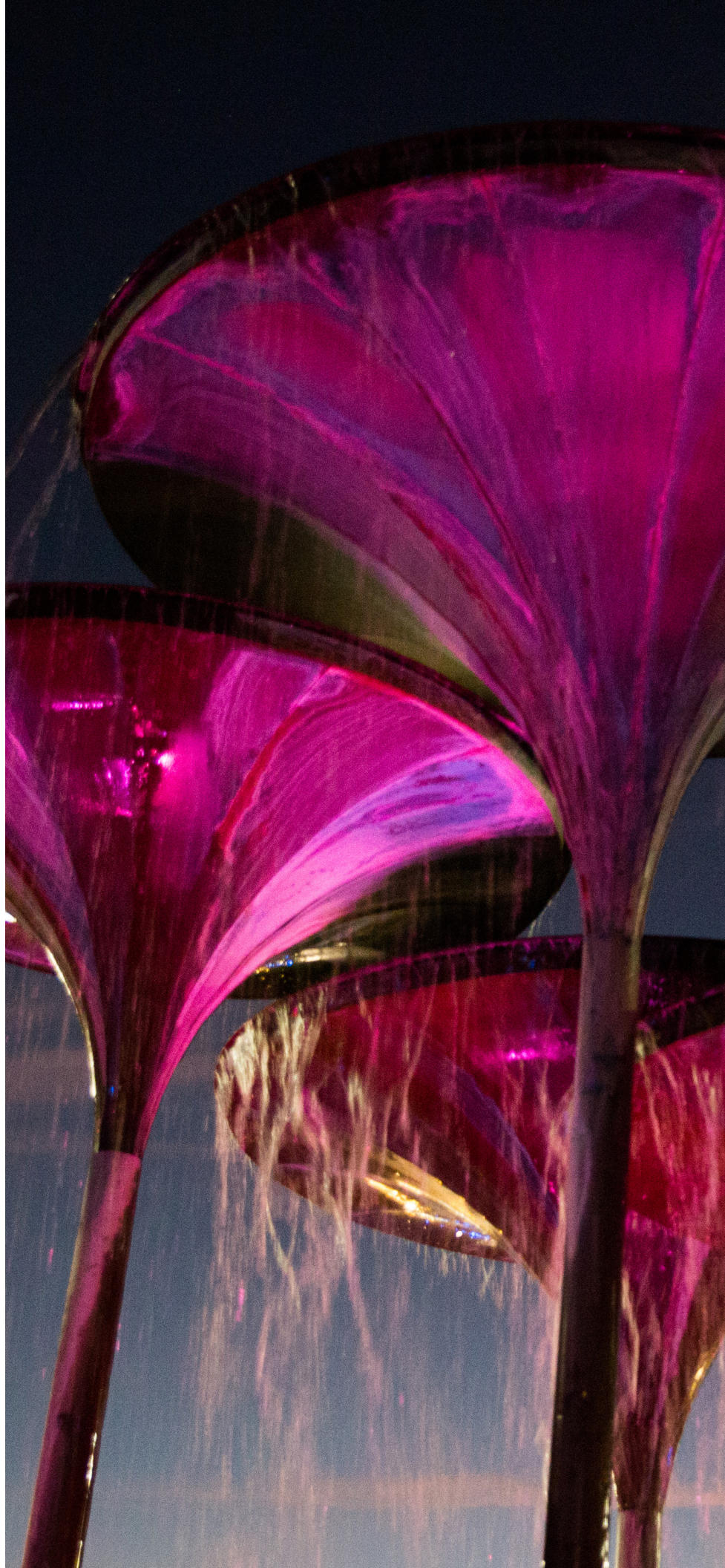
## DEI and Core Curriculum:

- Spring 2019: The Academic Excellence Committee, in conjunction with the DEI Subcommittee for Curriculum, proposed adding a DEI requirement as an Essential Competency (EC) to the TCU Core Curriculum. Faculty Senate and Faculty Assembly voted to approve the proposal of adding DEI EC.
- Spring 2019: The Student Government Association passed a resolution to support the addition of a diversity, equity and inclusion component to the Core Curriculum.
- Fall 2019: Recommendations for Implementation DEI EC were submitted and passed by TCU Faculty Senate.
- Next steps:
  - › Identify courses that could qualify for the DEI EC
  - › Train faculty to teach EC effectively
  - › Create the DEI EC vetting committee
  - › Encourage faculty to create new courses for the DEI EC. A date for DEI EC core requirement to begin is not set.

## There have been many accomplishments on campus due to advocacy by the DEI Committee:

- Recommended college diversity advocates for all colleges and provided training/guidelines (two colleges were already established)
- Established DEI award, presented annually at convocation
- Established a competitive Chancellor's Postdoctoral Fellowship committed to enhancing our strong teacher-scholar model
- Pushed forward recommendations for DEI EC Competency Proposal
- Increased the number of incoming Community Scholars
- Launched two Campus Conversations
- Offered new and more educational development for faculty and staff
- Required selection committee training
- Recognized by *Insight into Diversity* for the Higher Education Excellence in Diversity (HEED) Award for 2018 and 2019
- Expanded Portrait Project to the new administration building, The Harrison. The portraits will recognize TCU's first three black graduates.
- Dedicated recruitment of new doctoral students from underrepresented groups through the Southern Region Education Board's Institute on Teaching and Mentoring

As we move toward the 2020-21 academic year, the DEI Committee will be an important part of providing guidance for the university. The committee will focus on supporting inclusive excellence by integrating diversity and inclusion into all institutional operations.



# ***INTERCULTURAL DEVELOPMENT INVENTORY***

**The Office of Diversity and Inclusion offers this resource to help promote inclusive excellence.**

The Intercultural Development Inventory (IDI) assesses intercultural competence –the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. The IDI is a 50-item questionnaire available online that can be completed in 15-20 minutes.

The IDI generates:

- 1) an IDI profile report reflecting an individual's intercultural competence and
- 2) a detailed Intercultural Development Plan (IDP) that can assist the individual to further develop intercultural competence.

The IDI is also capable of generating group and organizational IDI profiles for academic and professional units. Such profiles are used to assess a department or organizations intercultural competence, identify cross-cultural goals and challenges, and provide valuable information regarding how the group IDI's profile translates into interculturally competent strategies across diverse groups. A small fee is associated with the use of this resource.







# LOOKING AHEAD

## A Conversation on Race & Education in the 21st Century

An open forum with Beverly Tatum, Ph.D., race relations expert, clinical psychologist and president emerita of Spelman College, was scheduled for April 7, but was canceled due to COVID-19. We look forward to rescheduling this event in the future.

## TCU RISE (Responsible for Inclusion and Sustaining Excellence)

Planning and curriculum design has begun for a diversity and inclusion certificate for faculty and staff with an anticipated launch in fall 2020. This is a partnership between the Office of Diversity & Inclusion and Human Resources. Participants who successfully complete the program will:

- Advance intercultural development through goal setting and personal assessment
- Demonstrate a shared understanding of diversity, equity and inclusion and their relationship to individual roles and responsibilities on TCU's campus
- Increase individual skills in navigating cultural conflict and communication across difference to interrupt structural and systemic issues of power, privilege and oppression
- Model and promote inclusive excellence

## Selection Committee Training

As of summer 2020, all faculty and staff that serve on a search committee will be required to complete selection committee training. This training is a collaboration between Human Resources and the Office of Diversity & Inclusion.

## Annual DEI Conference

The inaugural conference theme for fall 2020 is REFLECT. REIMAGINE. RECONNECT. The theme recognizes the need to reflect on our past as well as recognize the complex ways our lives intersect so that we can build a new movement focused on personal and systemic change. In addition to a keynote speaker, the conference will have four panels that will concentrate on identified issues related to the following: **Intersectionality, Anti-Racism, Racial Healing and Social Activism.**

## Summer Cultural Experience, New Orleans 2020

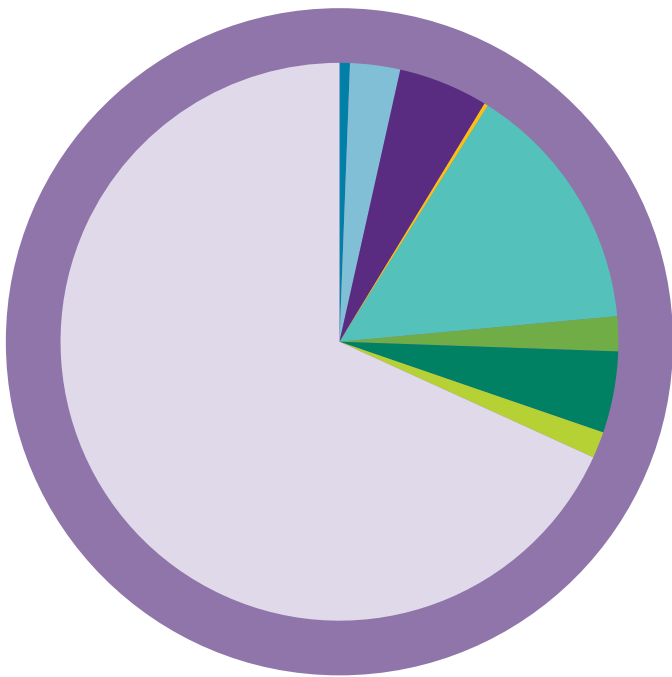
This New Orleans Cultural Experience will explore the history and culture of New Orleans, the impact of historical and educational inequity, and how socioeconomic status, power and privilege affect the community. We will examine how cultural differences impact the classroom experience and campus dynamics while building cultural competencies to adjust behaviors and structures to support students and colleagues from different cultural, racial, ethnic and other identities. This inaugural program for faculty and staff has been moved to summer 2021 due to COVID-19.

# BY THE NUMBERS

## FALL 2019-SPRING 2020

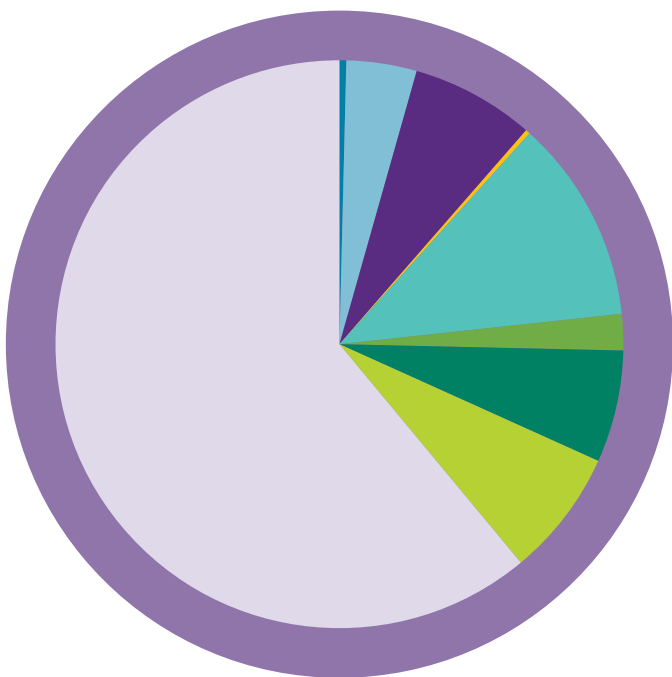
### STUDENT BODY

#### Undergraduate Students by Ethnicity



American Indian/Native Alaskan	57	0.6%
Asian	275	2.9%
Black/African American	493	5.2%
Hawaiian/Other Pacific Islander	20	0.2%
Hispanic/Latino	1385	14.6%
Multi-ethnic	191	2%
Non-Resident alien	447	4.7%
Unknown	145	1.5%
White	6461	68.2%
<b>Total</b>	<b>9474</b>	<b>100%</b>

#### Graduate Students by Ethnicity



American Indian/Native Alaskan	6	0.4%
Asian	62	4%
Black/African American	109	7%
Hawaiian/Other Pacific Islander	4	0.3%
Hispanic/Latino	180	11.6%
Multi-ethnic	32	2.1%
Non-Resident alien	99	6.4%
Unknown	112	7.2%
White	946	61%
<b>Total</b>	<b>1550</b>	<b>100%</b>



FCU

FCU  
EST  
FROGS

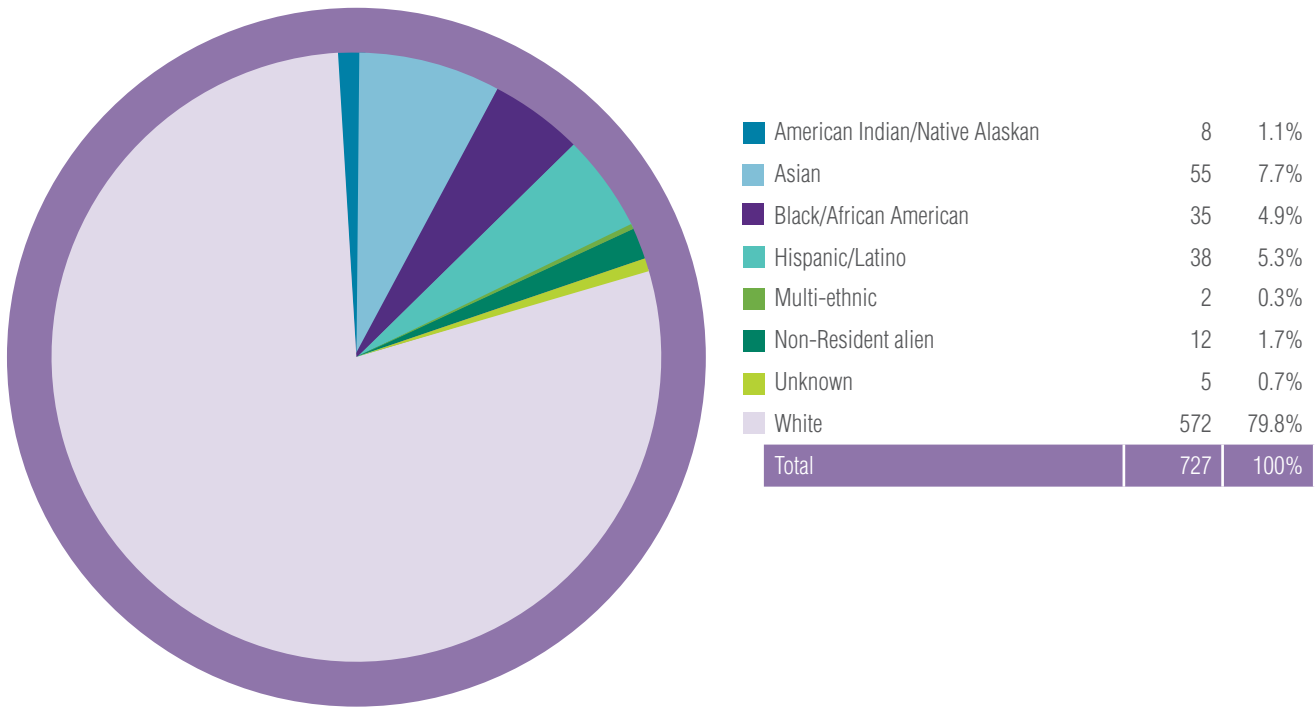
Nike  
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FCU

ram. bah. zoo.

# BY THE NUMBERS

## FACULTY



### Total Faculty by Ethnicity

	Professor		Assoc. Professor		Asst. Professor		Instructor		Lecturer	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
American Indian/Native Alaskan	0	0%	2	0.9%	2	1.2%	4	4.2%	0	0%
Asian	11	5.5%	22	10%	20	12.3%	2	2.1%	0	0%
Black/African American	4	2%	9	4.1%	13	8%	6	6.3%	3	7.7%
Hispanic/Latino	8	4%	9	4.1%	16	9.8%	5	5.3%	0	0%
Multi-Ethnic	0	0%	1	0.5%	0	0%	1	1.1%	0	0%
Non-Resident alien	0	0%	2	0.9%	9	5.5%	1	1.1%	0	0%
Unknown Ethnicity	0	0%	3	1.4%	2	1.2%	0	0%	0	0%
White	176	88.4%	179	81%	105	64.4%	76	80%	36	92.3%
<b>Total</b>	<b>199</b>	<b>100%</b>	<b>221</b>	<b>100%</b>	<b>163</b>	<b>100%</b>	<b>95</b>	<b>100%</b>	<b>39</b>	<b>100%</b>



## All Full-time Faculty Gender by Position

	Male		Female		Total
	Count	Percentage	Count	Percentage	
Professor	133	66.8%	66	33.2%	199
Associate Professor	119	52.4%	108	47.6%	227
Assistant Professor	69	41.3%	98	58.7%	167
Instructor	37	38.9%	58	61.1%	95
Lecturer	28	71.8%	11	28.2%	39
All Full-time Faculty	386	53.1%	341	46.9%	727

FEMALE

47%

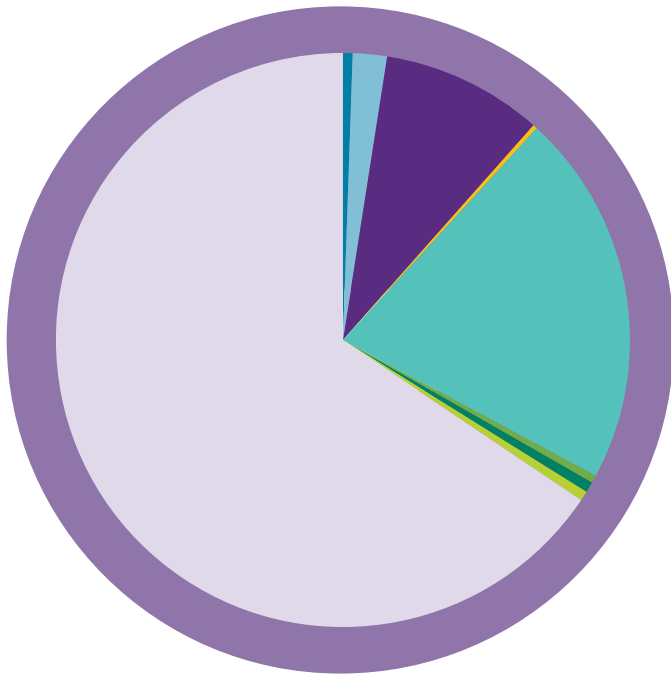
MALE

53%

# BY THE NUMBERS

## STAFF

### All Staff by Ethnicity



American Indian/Native Alaskan	9	0.5%
Asian	32	1.9%
Black/African American	151	9.1%
Native Hawaiian/Other Pacific Islander	4	0.2%
Hispanic/Latino	350	21.1%
Multi-ethnic	7	0.4%
Non-Resident alien	10	0.6%
Unknown	9	0.5%
White	1090	65.6%
<b>Total</b>	<b>1662</b>	<b>100%</b>



## All Staff by Category

### Administrative

American Indian/Native Alaskan	1	0.4%
Asian	7	2.6%
Black/African American	29	10.7%
Hispanic/Latino	17	6.3%
Multi-Ethnic	1	0.4%
Native Hawaiian/Other Pacific Islander	0	0%
Non-Resident Alien		0%
Unknown	2	0.7%
White	213	78.9%
<b>Total</b>	<b>270</b>	<b>100%</b>

### Skills and Trades

American Indian/Native Alaskan	1	0.3%
Asian	2	0.5%
Black/African American	20	5.3%
Hispanic/Latino	216	57.4%
Multi-Ethnic	1	0.3%
Native Hawaiian/Other Pacific Islander	0	0%
Non-Resident Alien	6	1.6%
Unknown	3	0.8%
White	127	33.8%
<b>Total</b>	<b>376</b>	<b>100%</b>

### Clerical

American Indian/Native Alaskan	2	0.7%
Asian	3	1%
Black/African American	14	4.9%
Hispanic/Latino	43	14.9%
Multi-Ethnic	2	0.7%
Native Hawaiian/Other Pacific Islander	0	0%
Non-Resident Alien	1	0.3%
Unknown	1	0.3%
White	222	77.1%
<b>Total</b>	<b>288</b>	<b>100%</b>

### Technical Staff

American Indian/Native Alaskan	1	2.2%
Asian	0	0%
Black/African American	7	15.2%
Hispanic/Latino	9	19.6%
Multi-Ethnic	0	0%
Native Hawaiian/Other Pacific Islander	0	0%
Non-Resident Alien	1	2.2%
Unknown	1	2.2%
White	27	58.7%
<b>Total</b>	<b>46</b>	<b>100%</b>

### Professional Support Staff

American Indian/Native Alaskan	4	0.6%
Asian	20	2.9%
Black/African American	81	11.9%
Hispanic/Latino	65	9.5%
Multi-Ethnic	3	0.4%
Native Hawaiian/Other Pacific Islander	4	0.6%
Non-Resident Alien	2	0.3%
Unknown	2	0.3%
White	501	73.5%
<b>Total</b>	<b>682</b>	<b>100%</b>

OFFICE OF DIVERSITY & INCLUSION

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**2018-2020 REPORT**

**DEI is TCU's commitment to creating an environment  
where students, faculty and staff thrive and a  
campus community that is welcoming and respectful of all.**

**Information about TCU's DEI initiatives, including news, events,  
core curriculum initiatives, resources and data  
can be found at [inclusion.tcu.edu](http://inclusion.tcu.edu)**

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**LEAD ON.<sup>SM</sup>**

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