

**Diversity, Equity & Inclusion Strategic Initiatives**  
**Summary of Accomplishments**  
**2019–2020**

**Education/Training**

- ✓ Peer-to-peer teaching and learning for faculty related to pedagogy, curriculum, diversity, equity and inclusion held in the Dinda Center for Excellence In Teaching and Learning, coordinated by the Diversity, Equity and Inclusion Committee (DEIC) faculty workgroup
- ✓ Chief diversity officer and social media manager presented on diversity, equity and inclusion through social media to all first-year students as a part of the Life and Leadership Friday Seminar Series
- ✓ Admissions staff attended Texas Association for College Admission Counseling (TACAC) Austin Leadership Development Institute professional development seminar, with an opening session dedicated to diversity peer education
- ✓ Faculty Summer Development Series speaker Tricia Berry presented “Bias Busting” and “Creating Inclusive Classrooms”
- ✓ Racial healing circle facilitated for students, staff and faculty as a part of SOCI 2306 Race and Ethnic relations
- ✓ VP for Enrollment Management, director of Foundation, Corporate & Government Relations, and director of Student Financial Planning presented on our institutional journey towards our Hispanic-Serving Institution (HSI) designation at the SI Week HSI Forum at Texas State University
- ✓ Spectrum Social facilitated educational conversation between faculty and staff on how to better serve students who may be on autism spectrum
- ✓ Presentation on navigating resistance to diversity, equity and inclusion efforts in organizations at the Equity Space 2019 Conference
- ✓ Chief diversity officer participated in the Higher Education Recruitment Consortium (HERC) Webinar on Planning a Diversity Training Program
- ✓ Athletics Department hosted a speaker for staff members regarding mental health and wellness among student athletes
- ✓ Provost’s Council continued training for administrators through interactive opportunities and facilitated discussions
- ✓ The English Department sponsoring student attendance at the Annual Student Conference on Latin America
- ✓ Chief diversity officer participated in the National Association of Diversity Officers in Higher Education (NADOHE) National Conference

## Services/Resources

- ✓ Equity in Athletics Disclosure Act Report (EADA) - Contextual content placed on the Athletics, Admission and Student Life websites and hard copies of report made available in offices of the director of Athletics, dean of students, director of admissions and Title IX coordinator/chief diversity officer
- ✓ Library continues to produce displays of literature in recognition of cultural heritage and social identity months
- ✓ Institutional outreach in the form of student messaging about support and resources available was sent to students from Southeast Texas who may have been impacted directly or indirectly by hurricane-induced flooding
- ✓ Technical support in facilitating the request of students to transition from use of a given name to a chosen name (email, class rosters, etc.)
- ✓ Sponsorship provided by the institution for two officers from the Concordia Veterans Corps to attend the 2020 Student Veteran Association's National Conference
- ✓ The Hispanic-Serving Institution Grant Committee was re-convened to aid in the process of strategically re-applying for grant funding to develop academic programs and support services directly related to institutional designation
- ✓ Graduation recognition of students affiliated with the Black Student Union (BSU), Latin American Student Organization (LASO), Developing Scholars Program (DSP), Generation 1 Program (GEN1), and the Concordia Veterans Corps (CVC) through the issuing of cords/stoles and acknowledgement in the printed ceremony program
- ✓ Department of University Publications and Department of Enrollment Marketing: developed logo, website, brochure and infographics
- ✓ Human Resources (HR) articulated and incorporated institutional equal employment opportunity statement to be included in all job postings
- ✓ HR included funding for the purposes of posting job openings through outlets focused on supporting the recruitment of diverse candidates (i.e., Diverse Issues in Higher Education advertisements)

## Programs/Activities/Events

- ✓ Paleta Social hosted by newly renamed student organization Latin American Student Organization (LASO) on Move-In Day during Week of Welcome
- ✓ Concordia Veteran's Corp (CVC) hosted a remembrance ceremony in honor of Patriot Day and coordinated a memorial place setting as a part of the gathering in recognition of those who lost their life in service
- ✓ CTX hosted Hispanic Association of Colleges and Universities (HACU) for annual regional Emerging Leadership Summit for approximately 100 college students from Greater Austin
- ✓ CVC hosted a day of observance and recognition luncheon for student veterans on campus and coordinated a uniform display honoring students, faculty and staff as veterans on campus
- ✓ CTX Department of Diversity, Equity and Inclusion through the DEIC, in partnership with the Student Government and Leadership Association (SGLA), sponsored Diversity and Inclusion Student Forum
- ✓ CTX Generation1 Program Kickoff hosted in conjunction with the institutional celebration of CTX National First-Generation College Student Day
- ✓ CTX hosted the first meeting of the newly revived Texas Association of Diversity Officers in Higher Education (TADOHE) chapter of the National Association of Diversity Officers in Higher Education (NADOHE)
- ✓ The Black Student Union (BSU) hosted "State of Mind," a documentary screening and town hall community discussion on mental health at CTX
- ✓ Director of Visual Art invited guest artist Vi Bottaro, a photographer originally from Vietnam, to display and discuss her work in the gallery on campus; Exhibition entitled, "Viet Nam: Ancient Culture and Natural Landscape," presents a glimpse into landscape of Vietnam and many ethnic minority groups who reside there, living in harmony while retaining their own languages and cultures.
- ✓ LASO hosted very first event in honor of Dia de Los Muertos (Day of the Dead)
- ✓ LASO hosted speaker Luis Lopez during Café con Leche community and conversation
- ✓ English Department and LASO are sponsoring and hosting a Latinx film series, Noches de Cines
- ✓ BSU hosted a series of events in celebration of Black History Month in partnership with faculty and administration
- ✓ The DEIC, CVC and BSU co-hosted Retired Lieutenant General Gwen Bingham for a social gather with student veterans as well as to speak on campus to students, staff and faculty about being an African-American, female leader in the military

- ✓ BSU, in collaboration with English Department, hosted a Community Panel and Discussion on the culture and politics of black hair
- ✓ Student Ministry and Missions hosted Catherine Wangari and Alison Beck, who spoke about the mission and work of VISION FOR AFRICA
- ✓ English Department hosted a Schaefer Speaker Leticia Urieta, a poetry reading of "Hope and Healing"
- ✓ LASO hosted third annual Fiesta cultural celebration virtually for students, staff and faculty

### Survey/Assessment

- ✓ Dissemination of institutional demographic and identity-based data results on the Diversity, Equity and Inclusion website
- ✓ Creation of infographic for distribution on campus and to be placed on University website