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Introduction to the Office of University Community

As the Vice President for the Office of University Community, I oversee all diversity initiatives within the University, including recruitment and admissions on all three of the University of Oklahoma’s campuses.

The Office of University Community works closely with the Office of Student Affairs to ensure that activities and programs are aimed at making campus life more inclusive.

I also work closely with President Boren and college deans to broaden the diversity of the pool of applicants for faculty and staff positions. Through careful collaboration and strategic planning, I assist the University of Oklahoma in its mission to increase its efforts for a more diverse and inclusive educational experience.

We have made great strides over the past year. While the University has experienced tight budgetary times, President Boren has been very supportive of our mission, including supporting our efforts for diverse faculty hires. Our deans have also started hiring Diversity and Inclusion officers for their specific colleges to further our impact in making our campus more diverse.

In this edition of our Diversity Report, we showcase the great efforts that have gone into building our community and the rewards we have reaped from these initiatives.

Our work is far from over, but we look forward to continuing to transform the University of Oklahoma.

Sincerely,

Jabar Shumate
Vice President, Jabar Shumate
University Community Values

Mission Statement

It is the mission of the Office of University Community to enhance the University’s commitment to diversity and inclusion, recognize and respect the essential worth of each individual, and value differences amongst groups. The Office of University Community aspires to create a community of people representing a multiplicity of identities including, but not limited to: race, gender, ethnicity, sexual orientation, spiritual belief, geographic origin, abilities or disabilities, and socioeconomic status. Furthermore, the Office of University Community is committed to attaining diversity in the recruitment, retention, and advancement of students, faculty, and staff from underrepresented groups and communities.

Core Values

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<th>Community Outreach and Collaboration</th>
<th>The ability to empower and build strong relationships within the University student body, faculty and staff, departments, community, and alumni.</th>
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<td>Integrity</td>
<td>The ability to meet commitments, act responsibly, and promote University and community trust, while sustaining accountability for words and actions.</td>
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<tr>
<td>Cultural Awareness and Understanding</td>
<td>To demonstrate understanding, awareness, and respect of differences.</td>
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Integrity/ Cultural Awareness & Understanding

Integrity

REPRESENTATION

• Bias Reporting System
• Big XII Chief Diversity Meetings
• Diversity & Inclusion Council
• Faculty Diversity Council
• National Association of Diversity Officers in Higher Education (NADOHE)
• Student Government Association (SGA)

Cultural Awareness & Understanding

REPRESENTATION

• Faculty Diversity Ally Program
• Freshman Diversity Experience
• Indigenous Peoples’ Day
• LGBTQ Ally
• New Employee Orientation Training
• Tribal Liaison

Vice President Shumate and D’Andre Fisher attend the NADOHE Conference.

OU President David L. Boren delivers an address for the inaugural Indigenous Peoples’ Day.
Bias Reporting

24 Hour Reporting Hotline

In light of incidents on other campuses and to further enhance responsiveness, the University of Oklahoma has established a 24-hour Reporting Hotline. The hotline will serve as an added protection for OU students, handling reports of bias, discrimination, physical or mental harassment, or misconduct by OU community members.

The 24-hour Reporting Hotline can be accessed by phone or online:

844-428-6531
ou.ethicspoint.com
International Experiences of Race & Diversity

International students gathered together to discuss their experiences with stereotypes, bias, and adjustment to their lives at the University of Oklahoma. D’Andre Fisher, Director of Operations and Special Assistant to the Vice President of the Office of University Community served as the moderator for this event.

Students from all over the world including El Salvador, Uganda, France, India, and Angola spoke at the event. Despite having encountered some stereotypes, students said they felt welcome at the University of Oklahoma. Students praised the OU Cousins program and hope to see similar efforts in the future. The Office of University Community is continuing to work with international students.

"The only way we can break ignorance is by communication and learning" Benoit Roddier, international student from France.
Starting with the 2015-2016 Freshman Class, all incoming students are required to attend a 3-hour experience focused on diversity and inclusion. Students can fulfill the requirement by attending one of two options:

- Camp Crimson, three-day summer orientation experiences designed specifically for newly admitted students;
- Five Freshmen Diversity Experience trainings focus on the diverse OU family, being aware of differences, understanding stereotypes, learning to interact, and responsibilities.

Southwest Center For Human Relations Studies

The Office of University Community partners with the Southwest Center for Human Relations (SWCHRS) to conduct the Freshman Diversity Experience.
Dr. Regina Spellers Sims is the Lead Facilitator for the Freshman Diversity Experience. Dr. Spellers Sims holds a doctorate in Intercultural and Organizational Communication from Arizona State University. She also has a Master of Business Administration degree from University of Bridgeport. Her teaching and research focus on gender/girlhood studies, multicultural intergroup relations, business, and hair/body politics. Her award winning publications include a co-edited volume, book chapters, journal and magazine articles, and web based study guides.

Dr. Spellers Sims has created and developed courses for DePaul University and the Spertus Institute in Chicago, Illinois. She has also conducted trainings and workshops for numerous organizations.

**Freshman Diversity Experience Curriculum**

- The Diverse OU Family
- Awareness of Difference
- Understanding Stereotypes
- Learning to Interact
- Your Responsibilities
Student Activists

REPRESENTATION

- Brown Collective
- Indigenize OU
- Disability Inclusion and Awareness (DiNA)
- Unheard
- Our Mental Health
Student Activists
Student Ambassadors

Student Ambassadors from the Office of University Community host guests from dignitaries to prospective students on all three OU campuses, but perhaps their most important role is providing a student perspective to the office they serve. “Our student ambassadors are the face of our office,” said D’Andre Fisher, Special Assistant to the Vice President in the Office of University Community. “These are students who want to learn about being a more diverse and inclusive person, who want to learn how to be an ally for marginalized communities and share their concerns with the administration in a meaningful way”. Here, students share in their own words why they became agents for change.

“I had Mr. Fisher as a professor for Intro to Human Relations and he blew me away. He is very passionate about the subject and I’m the same way. Having the opportunity to do meaningful work related to my major has been wonderful. The office is building a bridge between students and administration. Both sides are coming together to make a change. There is still a lot to do. We need to make greater strides in diversity when hiring faculty. It’s only been a year, but we’ve done so much.” – Amy Jenkins, Choctaw, Oklahoma, senior majoring in Human Relations.

“I’ve grown so much in just the brief time that I’ve been working for the Office of University Community. They’ve really helped me develop as a professional. The best part of working with high school students is seeing their faces, the change that they go through, and how much they appreciate the extended hand. “Seeing kids that you’ve recruited come to the University of Oklahoma is so rewarding” – Taylor Berry, Dallas, Texas, graduate student in Higher Education and Intercollegiate Athletics.

“Mr. Fisher recruited me to OU. I look up to him and wanted a chance to do what he does. When I got the chance to jump in, I took it. I believe that in the last year and a half our office has made major strides in race relations and overall campus climate. Organizations like Veterans Affairs, LGBTQ, and people with disabilities all need a voice on campus. The problems other groups face are just as prevalent as the race issues. We are not where we want to be, but we are working on getting closer every day” – DeAndre Martin, Moore, Oklahoma, senior majoring Human Relations, Pre-Law.
The Office of University Community works to make sure that students on campus are taking the time for self-care during moments of stress. From giving out cookies to making sure students know the Office of University Community is here to serve them, Self-Care days have become popular on campus.
Women's March

The Women’s March was a worldwide protest held on January 21, 2017, to protect women’s rights and other causes including immigration reform, health care reform, LGBTQ rights, and racial justice. While the main march was the Women’s March on Washington, there were sister marches inspired by the Women’s March on Washington held in various locations including Oklahoma City, Oklahoma. The Office of University Community showed its support and had two ambassadors participate in the marches.

STEPHANIE TERRAZAS, GRADUATE AMBASSADOR
WASHINGTON, D.C.

AMY JENKINS, COORDINATOR OF FRESHMEN DIVERSITY EXPERIENCE
OKLAHOMA CITY, OK
• To date for fiscal year 2016, student organizations, events, and programming have received support from Student Affairs in the amount of $205,310.52 of which $17,000 funded lectures, trainings, and new programs on subjects of race, diversity, and inclusion.

• The Henderson Tolson Cultural Center’s makeover includes over $100,000 in Presidential funding. The update was completed in 2015, displaying large wall murals and inspirational quotes by Dr. Henderson and Dr. Tolson, as well as exhibiting plaques, certificates, books, and photos of the two.

• In 2015, President David Boren elevated Native American Studies to a full-fledged department and established the Native Nations Center for research at OU. OU along with student group, Indigenize OU, held its first official Indigenous Peoples’ Day this past academic school year.

• Student Affairs worked with leaders of Unheard to display this past year’s organizational awards, certificates, and photos in the Henderson Tolson Cultural Center as a tribute to their success and movement at OU, within Oklahoma, as well as across the nation.

• The University of Oklahoma worked with Queer Inclusion on Campus to create a more inclusive place for LGBTQ students and LGBTQ Allies. The LGBTQ lounge held its official opening in October 2015.
HEED Award

The INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. Every institution that receives the HEED award has applied a strategic diversity leadership approach to advancing diversity, equity, and inclusion efforts at their university.

In 2016, the University of Oklahoma was awarded the HEED award by INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education. This award recognizes an institution’s level of achievement and intensity of commitment in regards to broadening diversity and inclusion on campus through initiatives, programs and outreach; student recruitment, retention, and completion; and hiring processes for staff. Present for the award presentation were Vice President Jabar Shumate, Lisa Morales, Dr. Tom Landers, OU President David L. Boren, Publisher for INSIGHT Into Diversity Lenore Pearlstein, OU Student Government Association President Daniel Pae, Dr. George Henderson, and Dr. Amanda Cobb-Greetham.

“As a University we are proud of our accomplishments to make OU a more diverse and inclusive campus, but we know that there is more work to be done.” - Vice President Jabar Shumate
Enrollment Trends

Currently Enrolled Students

OU Undergraduate Enrollment

- 61.7% White
- 8.9% Hispanic/Latino
- 5% African American
- 3.7% American Indian/Alaskan Native
- 5.8% Asian
- 7.5% Multiracial
- 8% Other

Currently Enrolled Students

OU Graduate Enrollment

- 49.5% White
- 5.4% Hispanic/Latino
- 5.5% African American
- 3.7% American Indian/Alaskan Native
- 2.1% Asian
- 4% Multiracial
- 29.7% Other
**OU Six-Year Graduation Rates**

69% White

61% Black

60% Latino

53% American Indian

78% Asian

**Scholarship & Tuition Waivers (2012-2016)**

Scholarship & Tuition Waivers Distribution*

17.7% African American Students

10.3% Hispanic American Students

4.1% Native American Students

67.9% Other

*Based on total of all scholarship and tuition waivers available.
Overall, the 2016 Freshman Class came in with 33% identifying as part of a minority group.
The Diversity & Inclusivity Academic Council serves as an advisory committee for Vice President Jabar Shumate and the Office of University Community. Comprised of faculty and staff members, the council works with the Office of University Community by meeting once per month. Council members work to create a more welcoming environment for underrepresented students, faculty, and staff.

**Priorities**

- Review and advise on critical diversity issues
- Coordinate diversity programs and initiatives across the University
- Advise on and manage diversity planning
- Identify and disseminate best practices

*Vice President Jabar Shumate hosts the inaugural Diversity & Inclusivity Academic Council meeting.*
Diversity & Inclusivity
Academic Council

Dr. Alicia Knoedler
Executive Associate Vice President for Research

Dr. Aondover Tarhule
Associate Dean, Atmospheric & Geographic Sciences

Dr. Belinda Biscoe
Interim Vice President, University Outreach

Dr. Charlie Warnken
Associate Dean, College of Architecture

Dr. Daniel Mains
Assistant Professor, Honors & Anthropology

Mr. Dorion Billups
Coordinator of Community Inclusivity, Gaylord College

Dr. Donna Mitchell-Cox
Assistant Professor of Voice, Weitzenhoffer Family College of Fine Arts

Mr. Eric Sourie
Instructor & Coordinator, Human Relations

Dr. Felix Wao
Director, Academic Assessment

Mr. Francisco Rodriguez
Director, Operations & Student Support, College of Liberal Studies

Dr. Janis Paul
Associate Dean, Graduate College

Mrs. Juliana Smith
Director, Human Resources, Athletics

Dr. Kathrine Gutierrez
Assistant Professor, Educational Leadership & Policy Studies

Dr. Kelvin White
Associate Dean, College of Arts & Sciences

Mr. Kenneth Chapman
Director of Diversity & Inclusion, Price College of Business

Ms. Lilian Miller
Director, Freshman Programs, University College

Mrs. Lisa Morales
Executive Director of Diversity & Inclusion Program/MEP, Gallogly College of Engineering

Mrs. Lyndi Zavy
Director, Human Resources

Dr. Mashhad Fahs
Assistant Professor, Petroleum and Geological Engineering

Dr. Noah Theriault
Assistant Professor, International & Area Studies

Ms. Paola Lopez
Director, Student Development and Community, College Of Arts and Sciences

Mrs. Sarah Robbins
Director of Public Relations and Strategic Initiatives, University of Oklahoma Libraries

Dr. Shelly Grunsted
Executive Director for Center for Student Success, Price College of Business

Mr. Stan Evans
Assistant Dean, College of Law

Dr. T. Elon Dancy II
Associate Dean for Community Engagement & Academic Inclusion, Jeannine Rainbolt College of Education

Mrs. Yvette Walker
Assistant Dean of Student Affairs, Gaylord College
Strategic Planning Committee

Dr. Amanda Cobb-Greetham  
Department Chair, 
Native American Studies Department

Mr. Breion Rollins  
Senior Human Resources Advisor

Ms. Brittini Bland  
Vice President, OU Unheard

Dr. Catherine A. John  
Associate Professor, 
English Department

Dr. Chelle’ Guttery  
Director, Disability Resource Center

Mr. Daniel Pae  
President, Student Government Association

Dr. Daniel Pullin  
Dean, Price College of Business

Mrs. Jessica Martinez-Brooks  
Director, Diversity Enrichment Program

Mr. Kasey Catlett  
Assistant Director, 
Gender & Equality Center

Teresa Turner  
Director, Student Athlete Experience

Mr. Kenneth Chapman  
Director, Diversity & Inclusion Programs, 
Price College of Business

Mrs. Lisa Morales  
Executive Director of Diversity & Inclusion Programs, Gallogly College of Engineering

Dr. Lupe Davidson  
Director, Assistant Professor, Women’s & Gender Studies

Dr. Simin Pulat  
Vice Provost, Faculty Development

Mr. Zac Selmon  
Senior Associate Athletic Director, Athletic Department

Dr. Wesley Long  
Department Chair, Human Relations Department

Dr. Nicole Campbell  
Dean, University College

Dr. Millie Audas  
Former Special Assistant to the President

Dr. Alisa Fryar  
Associate Professor, Political Science
Diversity Advisory Board Retreat

Purpose of the Retreat

• Develop a theory of change with strategies to serve as a roadmap for improving minority faculty and staff recruitment and retention at the University of Oklahoma.

• Use best practices employed statewide and nationally to guide development of theory of change.

• Identify short-term, intermediate, and long-term outcomes to be achieved.

• Identify pre-conditions necessary to accomplish the desired outcome.

The facilitator for this retreat was Dr. Belinda Biscoe, Associate Vice President for Outreach, Director of the Educational Training, Evaluation Assessment and Measurement Department (E-Team) at the University of Oklahoma.
Theory of Change Process

Situational Analysis

- Discuss current recruitment and retention efforts at the University of Oklahoma.
- Identify the main problems/challenges this initiative will address.
- Identify contributing factors/barriers to progress.
- Identify opportunities to support improved recruitment and retention efforts.
- Discuss issues identified, deciding which are “in scope” for this initiative.
- Come to consensus on the top three to five needs across the University.
- Discuss the vision for this initiative. This will help in focusing outcomes for the Theory of Change.

Developing a theory of change

- Pose these three key questions in sequence:
  - What long-term outcomes are we seeking to achieve at the University of Oklahoma?
  - What intermediate outcomes are we seeking to achieve at the University of Oklahoma?
  - What short-term outcomes are we seeking to achieve at the University of Oklahoma?
University Community – Recruitment & Retention

National Diversity Recruitment Model

The Office of University Community and Recruitment Services developed a recruitment strategy to increase minority recruitment efforts.

The model is highlighted by a five-point plan with the goal of increasing OU’s recruitment of students from underrepresented schools. Leading this recruitment is C. Don Bradley. He can be contacted at dcdon@ou.edu.

*As of 2010, new federal race/ethnicity categories implemented. Data not comparable to prior years.
• Objective 1. Work closely with current National Recruitment Regional Offices. This includes looking into underrepresented schools and cities across the country.

• Objective 2. Work closely with the National Scholars Program to attract a diverse pool of National Merit Scholars.

• Objective 3. Recruitment of non-resident National Achievement and National Hispanic Scholars.

• Objective 4. Oversee and collaborate with the Diversity Enrichment Programs and National Recruitment teams in planning and coordinating non-resident receptions.

• Objective 5. Work with the Executive Director of Admissions and Recruitment and other senior staff to create a culture where diversity recruitment is part of the fabric of what the department value and targets.
University Community – Recruitment & Retention

In 2016, the University of Oklahoma reached an overall 90% freshman-to-sophomore retention rate. The retention rate for Hispanic students was 92%. In addition, the African American retention rate was 91%.

- The Provost’s Office placed an ad for all faculty position announcements on the website INSIGHT Into Diversity, the oldest and largest diversity magazine and website in higher education today.

- All proposed regular faculty searches are required to provide a plan to create a strong and diverse pool of applicants. This plan is approved by both Dean and Provost.

- Prior to any hiring action, departments are required to provide to the Provost with demographic information on candidates interviewed, but not offered the faculty position, and the reason why they were not offered the position.

- In 2016, OU reached a 90% freshman-to-sophomore retention, an increase of 4% from the previous year.

- This increase makes OU one of only 34 public universities in the nation to currently report retention rates of 90% or higher.

Increasing Faculty, Staff, & Student Recruitment

This spring, the Office of University Community will continue utilizing the theory of change process to develop a roadmap to improve faculty, staff, and student diversity recruitment. Below is the situational analysis.

- Discuss current recruitment and retention efforts at the University of Oklahoma.

- Identify the main problems/challenges this initiative will address.

- Identify contributing factors/barriers to progress.

- Identify opportunities to support recruitment and retention efforts.

- Discuss issues identified, deciding which are “in scope” for this initiative and which are not.

- Come to consensus on the top three to five needs across the university.

- Discuss the vision for this initiative.
Recruitment & Outreach Programs

Recruitment Strategy

Strategic

Admission and Recruitment Diversity Strategy

Intentional

Purpose of Diversity Enrichment Programs (DEP)

Regional/Management Model

Targeted

Admissions & Recruitment Diversity Team

20% of staff are from underrepresented populations

A&S has 10 African American (AA) staff members

Of the 10 AA staff members, 4 are at the director/associate director level
## Recruitment & Outreach Programs

### Outreach Programs

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<th>Residential Efforts</th>
<th>Non-Resident Efforts</th>
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<tr>
<td>• Sooner Start</td>
<td>• C. Don Bradley – New Role</td>
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<tr>
<td>• Financial Aid Nights</td>
<td>• Creating New National Recruitment Inroads</td>
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<tr>
<td>• College Fairs</td>
<td>• Targeting Nationally Ranked Underrepresented High Schools</td>
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<td>• Bus Trips</td>
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<td>• Super Saturdays</td>
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<td>• Raise Me Scholarships</td>
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<th>Departmental Efforts</th>
<th>Additional Efforts</th>
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<td>• Diversity Letters</td>
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<td>• Alumni Fee Waiver Campaign</td>
<td>• The Weekend Event</td>
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<td>• Alumni Letter Writing Campaign</td>
<td>• Future Plans</td>
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“We are deeply committed to ensuring that a quality college education is accessible to and affordable for all. We want to partner with students and families to fund their college dreams.” OU President David L. Boren

## National Achievement Programs

- Major changes National Achievement
- Efforts to attract high achieving students
- Scholarship programs
Disability Resource Center

The University of Oklahoma provides individualized support services to help students achieve success. To encourage full participation for students with disabilities and help ensure equal educational opportunity, the Disability Resource Center provides a variety of support services, many of which have been developed in response to expressed student needs.

During 2016, the Disability Resource Center gained a new line of reporting through Office of University Community. The DRC moved in August to the new University Community Center at 730 College Ave., and gained a significant increase in both office space and testing room space.

The DRC issued several scholarships through the Will Rogers Memorial Scholarship and The Honorable Robert J. Dole Scholarship for Students with Disabilities.
Established in 2011, the Henderson Scholars Program honors the vision and efforts of Dr. George Henderson, an acclaimed OU professor of Human Relations whose name has become synonymous with efforts to promote ethnic diversity and interracial understanding on the University of Oklahoma’s campus and throughout the country. The Henderson Scholars Program introduces a select group of students to a stimulating intellectual community that encourages them to participate in community service, mentorship, and to think critically and independently with their peers regarding a variety of issues within the University of Oklahoma and across the globe. For more information, please contact the Henderson Scholars Program at hsp@ou.edu or 405-325-0850.
(1) Vice President Jabar Shumate is joined by Vice President Clarke Stroud, Director Kathy Fahl, and Associate Director Kasey Catlett during the Ribbon Cutting Ceremony for the Grand Opening of the LGBTQ Lounge (2) Pam Hicks and Associate Dean C. Don Bradley serving ice cream to students (3) President David Boren, Vice President Jabar Shumate, and Vice President Clarke Stroud meeting with the American Indian Student Association (4) D’Andre Fisher meeting with members of the Asian American Student Association (5) Student Government Association President, Daniel Pae speaking with students.
D’Andre Fisher walking with students from the Developing Black Males Conference. (6) Vice President Shumate with students at the Office of University Community. (7) President David L. Boren with Miss Black OU, Caroline Bennett and Mr. Black OU, Berthaddaeus Bailey. (8) Vice President Jabar Shumate and Associate Dean C. Don Bradley speaking to Henderson Scholars. (9) Chairman Daniel Chinchilla speaking at the 10th annual Tomás Rivera Educational Empowerment (TREE) Conference.
The Office of University Community holds monthly State of the Community forums where the student body voice their opinions on social and campus issues. Topics include the safety of students on campus, progress made by activists and the importance of coalition-building, and how to be effective allies. This spring, we focused on changes in the political and social climate.

**Topics Discussed**

- Parking Issues
- Campus Wide Climate Assessment
- Feedback for Freshmen Diversity Experience Requested
- Diversity Training for Faculty Requested
- Recruitment Efforts to get more people of color into OU
- Retaining diverse staff
- Project Threshold
- Culture Advisors
- National Association of Black Journalists
- Coalition-building
- Ways to be effective allies
The Office of University Community holds monthly State of the Community forums for students, faculty, and staff. In November 2016, the Office of University Community hosted a State of the Community forum following the presidential election.

The State of the Community forum featured Dr. Amanda Cobb-Greetham, Dr. Karlos Hill, Dr. Gabriela Rios, Cheryl Ponder, Dr. T. Elon Dancy, and Vice President Jabar Shumate.

"One of the core values of our University is the recognition that diversity is a source of strength as an institution of higher education."

President David L. Boren
State of the Union: African Americans & Survival

Vice President Jabar Shumate of the Office of University Community and Senior Associate Athletic Director Zac Selmon hosted a ‘State of the Union’ program to provide a place for conversation about social justice. The panel included Vice President Jabar Shumate, Associate Dean for Community Engagement and Academic Inclusion, Dr. T. Elon Dancy, Director of the Student-Athletics Experience, Teresa Turner, and Assistant Director of African American Student Life, Laura Whiteman.

The event touched on recent events, the struggles of surviving for African Americans, history of violence against African Americans, and the focus of social justice in higher education.

Students were able to join in the conversation using the social media platform, Twitter and the hashtag #OUstateoftheunion. The Office of University Community had such a great turnout that they had to set up an overflow room so that students who could not fit into the main event room could still watch the event on a screen.

"Social Justice, and that includes racial justice, is essential to higher education. We are a plural world. If we don’t learn how to do the work of justice and equity with each other, we won’t survive as a people." - Dr. T. Elon Dancy

"Know that the focus of a higher education is for you to win your freedom." - Dr. T. Elon Dancy
George McLaurin & Sylvia A. Lewis Leadership Conferences

This spring, from April 28th through April 30th, the Office of University Community will be holding our annual George McLaurin and Sylvia A. Lewis Conferences.

The George McLaurin Male Leadership Conference is in its fourth year and the Sylvia A. Lewis Women’s Leadership Conference is in its second year of inception at the University of Oklahoma. The conferences serve as a recruitment, retention, and outreach-mentoring program. The conferences are three-day events committed to improving the likelihood of minority and underrepresented males and females graduating with a bachelor’s degree.

Last year, the keynote speaker was Mark Lamont Hill, one of the leading intellectual voices in the country. He has been the host of Huff Post Live, BET News, and VH1 Live. The conference has seen great success with a retention rate of 91% from the first year leadership class and a 3.1 average GPA.

For more information you can contact D’Andre Fisher at dfish-1@ou.edu or Veleecia@ou.edu. Calls can also be made to 405-325-7314.
Sanestelle Lewis, daughter of conference namesake Sylvia A. Lewis, speaks to students during opening ceremony.

Vice President Jabar Shumate introduces Dr. Marc Lamont Hill.

Dr. Marc Lamont Hill delivers the keynote speech at the George McLaurin & Sylvia A. Lewis Leadership Initiative joint opening ceremony.

Sanestelle Lewis, daughter of conference namesake Sylvia A. Lewis, speaks to students during opening ceremony.
Kipp College Preparatory School Leadership Initiative

Developing Black Males created a program at the Kipp College Preparatory School in Oklahoma City. They work with a group of 5th to 8th grade boys on sharpening their leadership skills, professional development, and transitioning them into high school for older students. The program’s goal is to figure out each student’s unique strengths and show them how they can use those strengths to be a leader, and ultimately a productive man in society.

Kipp College Preparatory serves 299 students with 70% of the student body being African American. 70% of Kipp College Preparatory students are classified as being eligible for free or reduced meals. Thus, Kipp College Preparatory works to help students from underserved communities get ready for college.
The Weekend

This year’s event attracted students from Dallas, Houston, San Antonio, Florida, and Missouri. Every year students who participate in this program include National Merit semi-finalists. Students who attend represent more than 35 high schools throughout the country.

This program includes campus tours led by interns of Diversity Enrichment Programs, speakers including Vice President Jabar Shumate and Dr. George Henderson. This year, the Director of Diversity Enrichment Programs, Jessica Martinez-Brooks, held a session on transitioning from high school to college.

Students also view a student life special presentation, walk through on the admissions process, and participate in academic college visits.
OU-Tulsa Diversity Coalition

At the University of Oklahoma’s Tulsa Schusterman Center, the organization’s Diversity Coalition provides a safe place for critical and crucial discussions on matters of diversity. Meetings are held on and off campus as an opportunity to interact with the Tulsa community.

The Diversity Coalition contributes to their community through various programs and speakers that help cultivate an inclusive and diverse environment. Mark Wilson is the Office of University Community’s Associate Director in charge of the Tulsa Schusterman Center campus.

Involvement

- Native American Heritage Month
- Reception with guest speaker Chairman John Shotton of the Otoe-Missouria Tribe
- Tulsa’s annual MLK Parade
- Black History Month
- Deep Deuce and Beyond: Photographic Exhibition
- Tulsa Race Riot Exhibition
- OU-Tulsa Cultural Night
- Tulsa Pride Parade
- LGBTQ Ally Training
- Discussions on Diversity: Institutionalized Barriers to Racial Justice
The University of Oklahoma's Tulsa Schusterman Center was awarded the five-star ranking in the 2016 Mosaic Top Inclusive Workplace Cultures for demonstrating leadership in creating diverse and inclusive workplace culture that fosters a climate for employee success and a competitive advantage.
As the Office of University Community seeks to fulfill its commitment to diversity and inclusion, recognizing and respecting the essential worth of each individual, and valuing differences amongst groups, the Office has found it necessary to expand its presence on OU's branch campuses. In keeping with this idea, the office established a branch at the University of Oklahoma’s Health Sciences Center. This office will be known as the Office of University Community, Health Sciences Center (hereafter referred to as University Community HSC).

The grand opening of University Community HSC took place on September 29th, 2016 at the Robert M. Bird Library’s patio. It was a privilege to have Dr. Marcia Bennet, Vice Provost of the Health Sciences Center, introduce the Office.

University Community HSC Vision Statement

"The Office of University Community at OU HSC will provide an inclusive community that: (1) fosters an open and welcoming climate to diverse people, ideas, and perspectives; (2) promotes positive dialogue on the nature of diversity in science, medicine, health care, and related professions; and (3) engages faculty, staff, and students in activities that promote the core values of the OU HSC and reflect the various diverse communities that exist within the wider science, medicine, health care, and related public service fields."
STEAM (Science, Technology, Engineering, Art, and Math), is an annual partnership between the Urban League and the Office of University Community. The event is hosted on the Health Sciences Center (HSC) campus. Colleges from HSC campus and the Office of Student Affairs engage students from the metro area in hands-on STEAM activities and discussions about HSC campus, colleges, and programs.
Tribal Liaison

Mission Statement

The mission of the Tribal Liaison Office is to develop and promote mutually respectful partnerships between American Indian tribal entities and the University of Oklahoma in order to facilitate the successful recruitment, retention, and advancement of American Indian students, staff, and faculty. The University Community Tribal Liaison Office will foster a climate that reinforces contemporary imagery of American Indian culture and is inclusive of the ideas and perspectives of American Indian people.
In 2015, President David L. Boren and Student Government Association President Alex Byron signed the proposal to confirm the second Monday of October as Indigenous Peoples’ Day. The University of Oklahoma honors the fact that Native American culture has not only survived, but has also flourished.

In the past year, the University of Oklahoma has elevated the former Native American Studies Program to its own department, established the Native Nations Center, created a Tribal Liaison position, and increased the enrollment of Native American students by 11%.
Partnership with Choctaw Nation of Oklahoma

The University of Oklahoma and the Choctaw Nation of Oklahoma have been working together in a partnership to provide an avenue for Choctaw students to complete their higher education goals. Through this joint effort, a new partnership was formed with the Choctaw Nation and Career Resource Center in 2016.

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**Primary Tasks of Choctaw Nation College & Career Resource Counselor**

- Foster a Choctaw learning community at the University of Oklahoma informing Choctaw students of college and career opportunities through Choctaw Nation programs and their specific college’s resources.
- Conduct weekly workshops with new Choctaw students that focus on tools for academic and career success.
- Maintain social media accounts ensuring Choctaw students stay connected to their college and Choctaw communities.
Partnerships

- University of Oklahoma Student Affairs Diversity Experience Training
- University of Oklahoma Student Affairs Camp Crimson Experience
- University of Oklahoma National Black Alumni Society
- University of Oklahoma Campus Activities Council
- University of Oklahoma OU Gender + Equality Center
- University of Oklahoma LGBTQ Student Life
- University of Oklahoma OU Cousins Program
- University of Oklahoma Veteran Student Services
- University of Oklahoma Students with Disability Resource Center
- University of Oklahoma Unheard Alliance
- University of Oklahoma, Office of University Community Sylvia A. Lewis Women’s Leadership Initiative
- University of Oklahoma, Office of University Community Diversity and Inclusivity Academic Council
- University of Oklahoma, College of Engineering Multicultural Engineering Program
- University of Oklahoma, Price College of Business Multicultural Business Program
- University of Oklahoma, Gaylord College of Journalism and Mass Communications Community Inclusivity
- University of Oklahoma, African American Student Life/ Black Student Association
- University of Oklahoma, American Indian Student Life
- University of Oklahoma, Hispanic American Student Association
- University of Oklahoma, Latino Student Life
- University of Oklahoma, Asian American Student Life
- Choctaw Nation of Oklahoma
Vice President Jabar Shumate stated, "ONEOK's gift is a mere indication of their desire to make a difference in the lives of young people."

The annual conferences take place in the second semester of the academic school year. More information can be found at the office of University Community's website.
On August 24, 2016, the Student Veterans Association (SVA) held its grand opening of its new lounge located in the basement of the Office of University Community Center. The new lounge includes couches, chairs, and a television, as well as private study cubicles.

During the academic school year of 2016 - 2017, OU students, Ashley La Rue and Jay Vinnedge, received the Tillman Scholarship. The Tillman scholarship is an academic scholarship that aims to help military veterans and their spouses.

For fall 2016, the University of Oklahoma and the Chevron University Partnership Program awarded Colton Grantham and Christopher Sanders with scholarships.
Community Building Events

- 2015 University of Oklahoma African American Fraternity Kappa Alpha Psi C. Rodger Wilson Leadership Conference
- 2015 Office of University Community Developing Black Males Conference Orientation
- 2015 University of Oklahoma Student Life LGBTQ Lounge Opening Ceremony
- 2015 University of Oklahoma NAACP 102nd Annual Freedom Fund Banquet
- 2015 University of Oklahoma African American Fraternity Kappa Alpha Psi & Sorority Delta Sigma Theta Homecoming Dance
- 2015 University of Oklahoma American Indian Sorority Gamma Delta Pi's 2nd Annual National Conference
- 2015 University of Oklahoma Hispanic American Student Association Day of the Dead Street Festival
- 2015 University of Oklahoma Multicultural Greek Organization Fraternity Omega Delta Phi - Xi Chapter Tomás Rivera Educational Empowerment Conference
- 2015 5th Annual University of Oklahoma Student Organization Latinos Without Borders Conference
- 2015 Langtson University President’s Scholarship Gala
- 2016 University of Oklahoma African American Sorority Delta Sigma Theta "Shake It Well" Event
- 2016 University of Oklahoma African American Fraternity Phi Beta Sigma "Late Night Special 3" & "Late Night Breakfast"
- 2016 University of Oklahoma National Student African American Brotherhood Event
- 2016 University of Oklahoma American Indian Sorority Gamma Delta Pi "Domestic Violence Awareness" Event
Community Building Events

Community Building Events Continued

• 2016 University of Oklahoma Latina Sigma Lambda Gamma Xquisite Xi Beta Chapter “Relationship Goals” Event

• 2016 University of Oklahoma Student Government Association, Campus Activities Council Homecoming Reunion Week Event

• 2016 University of Oklahoma Student Government Association, Campus Activities Council Oklahoma Creativity Festival Event

• 2016 University of Oklahoma Helmerich School of Drama Artistic as Citizen’s Conference

• 2016 University of Oklahoma Career Services Sooner Suit Up Event

• 2016 University of Oklahoma Beta Eta Lambda Scholarship Foundation of Alpha Phi Alpha Fraternity Inc. 36th Annual Scholarship Banquet

• 2016 Urban League of Greater Oklahoma City Fundraising and Awards Gala

• 2016 University of Oklahoma Diversity Enrichment Programs, United National Indian Tribal Youth Unity Conference

• 2016 University of Oklahoma Black Alumni Society Oklahoma City/Norman Chapter, 19th Annual Scholarship Golf Tournament

• 2016 University of Oklahoma, Jeanine Rainbolt College of Education, Find Your Future Summer Education Camp
Faculty Diversity Ally Programs

In the spring, the Office of University Community will be continuing our Faculty Diversity Ally Programs in partnership with the University of Oklahoma Women’s and Gender Studies Program and the Center for Social Justice.

The training emphasizes introspective awareness of how one may be enacting forms of bias and practical strategies for minimizing bias and its effects in one’s work as a faculty member.

To become a Diversity Ally, each participant must attend 5 workshops:

- Unlearning Ableism
- Unlearning Classism
- Unlearning Racism
- Unlearning Sexism

The fifth workshop is the existing LGBTQ Ally workshop offered by the University of Oklahoma Gender + Equality Center.
Faculty & Staff Highlights

DR. T. ELON DANCY, ASSOCIATE DEAN FOR COMMUNITY ENGAGEMENT AND ACADEMIC INCLUSION

“I am honored to lead strategic initiatives critical for advancing democratic, pluralistic, and inclusive learning environments in the Jeannine Rainbolt College of Education.”

An education sociologist, Dr. Dancy studies the relationship between college experience and identity development. With nearly 70 publications to his credit, he is the author or editor of five books.

LISA MORALES, DIRECTOR OF MULTICULTURAL ENGINEERING PROGRAM (MEP)

“I want to help all students reach their academic potential while adapting to an ever-changing, culturally diverse world.”

As the Director of diversity and inclusion MEP, Lisa Morales has seen students thrive as a result of simple gestures such as offering a textbook and calculator rental program, establishing peer mentoring relationships, or providing countless scholarships and tutoring opportunities.
The Black Alumni Society sponsored the Ada Lois Sipuel Fisher Scholarship golf tournament to help raise money for scholarships and tuition waivers. The Ada Lois Sipuel Fisher Scholarship is named for the woman, who in 1948, was the plaintiff in a precedent-setting U.S. Supreme Court Case, Sipuel vs. Oklahoma, that provided for the admission of African American students to professional and graduate programs.

The executive board of the OKC-Norman Chapter of the University of Oklahoma Black Alumni Society and Friends awarded $16,000 in scholarships to nine African-American students for the 2016-2017 academic year.
The Alpha Phi Alpha Fraternity under the leadership of OU Alumnus, Ken Lawson, serve as a bridge and pipeline program for the Office of University Community.

**Culture of Excellence**

The biggest factor in transforming OU into a top-tier public university is the culture of excellence that President David L. Boren has created and promoted in his two decades at OU. The University has focused on assisting students with academic, financial, and social challenges to ensure success their freshman year and beyond. These measures include:

- increased need-based scholarships
- more financial coaching
- expanded work study
- and a holistic approach to academic advising