



OFFICE OF DIVERSITY & INCLUSION

2020-2022 REPORT

TCU[®]

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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.





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 four years, the Office of Diversity & Inclusion and many other campus departments have embraced Inclusive Excellence. The Inclusive Excellence framework and the commitment of our campus community continue to bring us closer.

The success of DEI is dependent on the diligence of faculty, staff and students. 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 is the result of 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*

"TCU IS A PLACE OF IDEAS AND IDEALS, WHERE SOCIAL RESPONSIBILITY AND ETHICAL BEHAVIOR ARE THE CORE OF OUR MISSION AND THE CENTER OF OUR DAILY LIVES."

— CHANCELLOR BOSCHINI

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.

WORKSHOPS

The 21-Day Racial Equity Habit Building Challenge

For 21 days, participants were asked to do one action to further their understanding of power, privilege, supremacy, oppression and equity. Following the 21-day challenge, on March 2, 2021, Eddie Moore, Jr., Ph.D., returned to TCU to discuss the importance of taking action to enact change. Moreover, he discussed how individuals can build more effective social justice habits.

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. Since Chancellor Victor J. Boschini, Jr. signed the pledge in fall 2018, programming for faculty, staff and students focused on racial equity, social justice and understanding unconscious bias has continued.

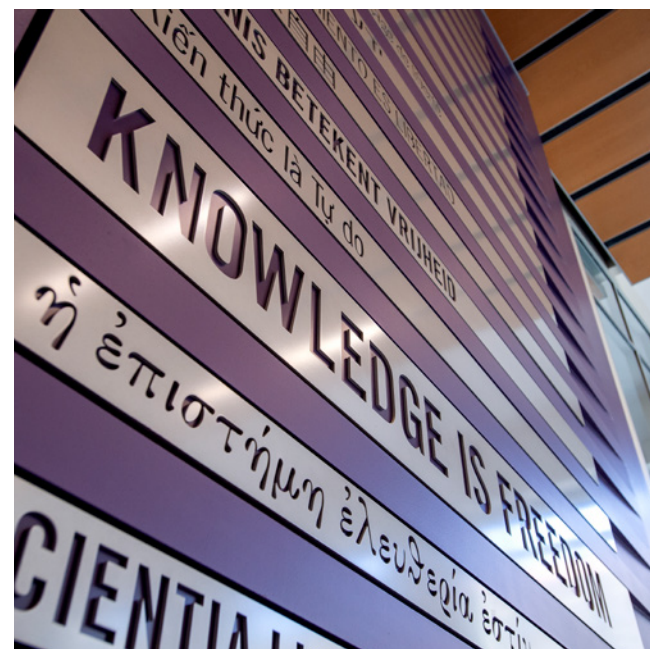
"Candid Conversations: How Race Impacts Recent Social Movements"

This Candid Conversations workshop held in April 2021 featured presentations by Whitnee Boyd, Ed.D., Dr. Brian Dixon and Robert Tinajero, Ph.D. Through self-reflection and

guided questions, participants were able to openly engage in conversations that often are dismissed, ignored, overlooked or avoided.

Fault Lines

Jean Marie Brown, senior Fault Lines trainer for the Maynard Institute, facilitated an interactive session that allowed participants to consider how personal bias of race, gender, sexual orientation, generation, geography and class influences relationships and settings. The September 2021 session provided TCU faculty and staff opportunities to better understand how biases are formed and how to be conscious of their own biases.



Train the Trainer — Mitigating Unconscious Bias and Interrupting Microaggressions

In July 2021, 23 faculty and staff completed the train-the-trainer program. The training focused on mitigating unconscious bias and interrupting microaggressions. Felicia Johnson, founder of Gaston Group, LLC, facilitated the training sessions. With this second cohort of facilitators, TCU now has over 30 trained facilitators who are available to provide workshops to the campus community.

Hiring and Selection Committee Training

The Office of Diversity & Inclusion and Human Resources collaborated to provide hiring and selection committee training for university personnel who are serving as search committee members in the various searches taking place at TCU. Training consisted of proper procedures and best practices through Human Resources and on diversifying the applicant pools while managing and eliminating biases

in the interview/hiring selection process. From fall 2020 to summer 2022, 22 sessions were conducted for TCU employees.

Responsible for Inclusion and Sustaining Excellence (R.I.S.E.) Certificate Program

In partnership with TCU Human Resources, the Office of Diversity & Inclusion offers the R.I.S.E. Certificate Program, designed to provide participants tools and learning opportunities to advance personal and professional development in diversity, equity and inclusion. Available to all TCU employees, this seven-month program challenges participants to improve their intercultural development through personal assessment, strengthen skills in advocacy and social change activism, and develop strategies to interrupt structural and systemic issues of power, privilege and oppression. Two cohorts with a total of 42 faculty and staff have completed the t. Certificate Program.

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.

Mitigating Unconscious Bias

In 20 sessions from fall 2020 to summer 2022, university personnel, undergraduate and graduate students learned about unconscious bias and its impact on how we interact with one another, make decisions and engage in our work.

Interrupting Microaggressions

In 17 sessions from fall 2020 to summer 2022, university personnel and graduate students learned about different microaggression subtypes and how to interrupt them and the psychological, behavioral and cognitive impact microaggressions have on an individual. During summer 2021, the Office of Diversity & Inclusion also partnered with TCU Athletics to provide 210 employees with Interrupting Microaggressions training across 10 sessions.

Cultural and Emotional Intelligence in the Workplace

During spring and summer 2022, the Office of Diversity & Inclusion piloted a new training course to select internal and external participants. This training focuses on understanding who we are and how to become culturally and emotionally intelligent leaders to create an effective workplace.

Beginning in fall 2022, this new course will be available to all TCU personnel.

Additional Trainings

Various presentations and workshops offered the TCU community insight on the following topics:

- Fostering healthy relationships with diverse communities
- Courageous conversations on diversity, inclusion and anti-racism
- TCU Inclusive Excellence toolkit and resources
- Why DEI Matters at TCU

Participating groups include the Office of Admission, student athletes, TCU Neeley Fellows, Writing Center tutors, graduate students, Fraternity & Sorority Life, Frogs for Wellness peer educators and Pre-Health Professions Institute DEI student advocates.



[Visit the DEI Homepage](#)





EVENTS

TCU provides the campus community many opportunities to cultivate rich intercultural experiences that support living and learning in diverse communities. Programs focus on meaningful engagement that celebrates diversity, equity and inclusion.

Fall 2020–Spring 2022 Event Highlights

Faculty, Staff and Students of Color Welcome Mixer

Each fall semester, this reception welcomes faculty, staff and students of color, providing an opportunity for employees to connect with students and share updates regarding campus initiatives.

Student Club and Organization Leaders Session

At the beginning of each fall semester, leaders from the Office of Diversity & Inclusion meet with various cultural student clubs and organizations to offer support through upcoming programs.

January

Martin Luther King, Jr. Luncheon

In 2022, the annual MLK luncheon featured U.S. Ambassador Ron Kirk who spoke about his more than 30 years of diverse legislative and economic experience on local, state and federal levels. Kirk, who served as the first African American mayor of Dallas from

1995–2001, earned a reputation for bringing together diverse coalitions to get things done. His keynote address “Passing the Torch” was followed by a Q&A with TCU Trustee Ron Parker.

February

Black History Month

Black History Month celebrates the rich cultural heritage, triumphs and adversities that are an indelible part of our country’s history.

2021–22 Speakers:

Lee Merritt, Esq.

A champion of police reform and community empowerment, the American civil rights activist and trial attorney focused on victims of police brutality, hate crimes and corporate discrimination.

Ilyasah Shabazz

The author of “Growing Up X” and third eldest daughter of Malcolm X and Betty Shabazz discussed her social justice advocacy in the U.S. in her keynote, “The Pursuit of Happiness in the Midst of Unprecedented Times.”

Sept. 15 - Oct. 15

Hispanic Heritage Month

From Sept. 15–Oct. 15, we celebrate culture, language, tradition and history, while highlighting the lived experiences, triumphs, talents and exceptional contributions made by the Hispanic/Latinx community.

2021–22 Speakers:

Ivette Mayo

The CEO of Yo Soy I AM, LLC, a professional development and consulting firm, discussed the importance of cultural awareness in our increasingly diverse and multicultural society. Fostering greater awareness and knowledge of today’s multicultural Hispanic communities

such as traditions, beliefs and language is taking a culturally responsive approach that benefits everyone. It is vital to equip today’s leaders to learn and adapt to our changing communities by acquiring, embracing and adjusting their own cultural lens.

José Luis Zelaya, Ph.D.

Zelaya shared his personal story “The Generational Power of Higher Education: From a Street-child to a Ph.D.” to highlight the importance of resilience, responsibility, education, family and community engagement. His mission was to inspire, empower and engage with the community around the ongoing conversation about rebuilding trust and surpassing the learning loss associated with the ongoing pandemic.

April

Asian American and Pacific Islander Month

In 2021, two events celebrated the significant contributions, accomplishments and experiences of members of the AAPI diaspora. The first event, #STOPASIANHATE: Standing in Solidarity Against Anti-Asian Rhetoric, featured a student panel that discussed recent events and rhetoric misrepresenting and endangering global Asian communities and Asian Americans.

The second event showcased Aisha Fukushima, a performance lecturer, justice strategist, vocalist and founder of “raptivism.” At the 2022 event, Benjamin H. Ireland, Ph.D., assistant professor of French and incoming director of Asian Studies, provided insight to the voices, humanitarian projects and histories of diasporas that bring AAPI people to Texas and ultimately home to TCU in his address, “Asian American-Indigenous Pacific Solidarities: Engaging Global Histories at TCU.”

March 31

César Chávez Day

TCU celebrates the life and legacy of Latino American civil rights activist, labor leader and community organizer César Chávez, every March.

2021-22 Speakers:

Christine Chávez

In 2021, the granddaughter of César Chávez joined TCU faculty, staff and students via Zoom to discuss the importance of women in action as it relates to activism and advocacy past and present.

Eduardo Chávez

In 2022, the grandson of César Chávez, who is also a film director, actor and former professional golfer, visited TCU to speak about his lived experiences and discuss his film "Hailing César," which focuses on his journey to share his grandfather's legacy with a new generation.

October

National Disability Employment Awareness Month

In 2020, Amanda Kraus, Ph.D., assistant vice president for campus life at the University of Arizona, presented "Unpacking Disability Stereotypes and Microaggressions." Kraus serves as executive director of UA's Disability Resource Center (DRC) and Housing & Residential Life.

With one of the largest DRC in the nation, UA is an international model of progressive service delivery. Kraus discussed examples of language, media and design that problematize the dominant narrative on disability and shared prevalent stereotypes that contribute to ableist policy, practice and attitudes.

During the fall 2021 semester, Timothy Alexander shared his life's narrative with the TCU community. In high school, Alexander was ranked the no. 8 high school football player in Alabama and had the opportunity to play for any college in the country. However, he was involved in a life changing car accident in 2006 that left him paralyzed from the neck down. From that point on, Alexander was left to find his purpose in life while paralyzed.

Diversity Day Conference

TCU hosted the inaugural conference in October 2020. The theme, REFLECT. REIMAGINE. RECONNECT, recognized the need to reflect on our past and recognize the complex ways our lives intersect, so we can affect personal and systemic change.

The conference included keynote speaker Freeman Hrambowksi, Ph.D., and four separate panels focused on intersectionality, anti-racism, racial healing and social activism. Speakers included Sumi Pendakur, Ed.D., Tia McNair, Ed.D., Eddie Moore Jr., Ph.D., and Rosa Clemente.

The 2021 conference, "Moving Forward Through Activism and Advocacy," focused on society's obligation to advocate for the common good by bringing diverse individuals together to tackle problems by establishing a multiracial, multifaceted and intergenerational movement for social justice. In addition to the keynote speaker, the conference featured four separate panels focused on liberation through empowerment, restorative justice, recognizing and addressing privilege and social movements. Speakers included: keynote speaker Bakari Sellers, Marybeth Gasman, Ph.D., Hanadi Chehabeddine, Felipe Hinojosa, Ph.D., and Romeo E. Jackson.



NOTABLE ACCOMPLISHMENTS FROM AROUND CAMPUS

Fall 2020–Spring 2022

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.

Pronoun Fluency Training

During fall 2021, Nino Testa, Ph.D., and Lindsay Knight facilitated workshops designed to give faculty and staff an opportunity to develop familiarity with pronoun usage, strategies to address individuals correctly and best practices for inclusion of this information into syllabi and classroom settings.

New Intercultural Center

The Intercultural Center, which opened in fall 2021, is a diverse and inclusive space on campus that provides co-curricular opportunities and support to students of color, international students, LGBTQ+ students and TCU's Student Government Association. Students are welcome to be their authentic selves while also appreciating and valuing others' ability to do the same.

Understanding Intersectionality to Promote Social Justice

In April 2021, Kimberlé Crenshaw, who coined the term "intersectionality" virtually addressed the TCU community by calling attention to the multiple forces that create and sustain power and privilege in American society. This event was co-hosted by the Center for Connection Culture and Office of Diversity & Inclusion.

A Conversation on Race in Education

In April 2022, Beverly Daniel Tatum, Ph.D., president emerita of Spelman College and author of the best-selling book, "Why Are All the Black Kids Sitting Together in the Cafeteria," virtually addressed the TCU community to discuss how race continues to play a major factor in education in the 21st century. This event was co-hosted by the Center for Connection Culture and Office of Diversity & Inclusion.

TCU STEM & Culture Symposium

In April 2021, the Society for Advancement of Chicanos/Hispanics and Native Americans in Science at TCU hosted the "Embrace Your Story: Bring Your Whole Self to STEM" symposium, which featured a cultural expo and speaker breakouts from a diverse group of professionals in STEM fields.

Monthly Lunches

Once a month from April–July 2021, employees of color reconnected at small group luncheons to produce more meaningful interactions, build community, retain employees of color, discuss strategies to thrive in the workplace and show care and support for the mental health of employees.

Juneteenth Walk with Opal Lee

Various offices sponsored and participated in the annual Opal's Walk for Juneteenth. TCU participants walked 2.5 miles through the Fort Worth community to honor the importance of Juneteenth in 2021 and 2022.

Latinas Chingonas Series

Hosted during Women's History Month in March 2022, 10 local Latinas discussed their journeys to become successful. Topics ranged from civic engagement, defending human dignity of the LGBTQ+ community, Latinas in STEM and healthcare during a pandemic and Latinx representation in film, media and education.

LGBTQ+ Film Screening

The Department of Comparative Race and Ethnic Studies hosted a film screening and virtual conversation in April 2021 with award-winning film maker, dream hampton, about the documentary "Treasure: From Tragedy to Trans Justice Mapping a Detroit Story."

Chancellor's Postdoctoral Fellowship

TCU offers a postdoctoral fellowship to enhance 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.

DEI Award

TCU's Diversity, Equity and Inclusion Award is an annual award created to honor the challenging task of further transforming our community into one that not only celebrates TCU's mission but also creates a world-class university that recognizes critical voices necessary for change

and for their sustained actions to transform TCU. The 2019 DEI Award recipient was Adam McKinney, assistant professor of dance and the 2020 DEI Award recipient Ebony Rose, senior learning and development consultant in human resources.

TCU Named a HEED Award Winner for the Fifth 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 2022 Higher Education Excellence in Diversity Award. It's the fourth consecutive year TCU has earned this designation from *INSIGHT Into Diversity* magazine, which highlights TCU's ongoing commitment to move forward in DEI.

Burnett School of Medical Named HEED Award Winner for the Second Year in a Row

The Burnett School of Medicine was one of 50 recipients of the *INSIGHT Into Diversity* Health Professions HEED Award, a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.



2021 Inspiring Programs in STEM Award from *INSIGHT Into Diversity Magazine*

For the second year, TCU's STEM Scholars program received this award, which 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.

Common Reading

TCU's 2021 common reading selection, "The March" graphic novel trilogy, by John Lewis, Andrew Aydin and Nate Powell tells Lewis' first-person account of the civil rights movement of the early 1960s.

Latinx Leadership & Legacy Celebration

For Hispanic Heritage Month 2021, the two Latinx employee resource groups, A League of Our Own and Latinos Unidos, hosted a come-and-go mixer with cultural music, food and prizes for TCU Latinx faculty and staff.

Diversity College and Divisional Advocates

Since 2018, the College Diversity Advocates promote DEI in their college or administrative unit by supporting diversity in DEI curriculum, co-curricular programming and the recruitment, selection and retention of employees.



Additionally, since summer 2020, divisional Diversity Advocates have worked directly with their respective vice chancellors to create initiatives and change in their units.

Employee Resource Groups

Employee Resource Groups (ERGs) are employee-led groups of individuals with a common interest, issue or diverse background. ERGs support organizational diversity and inclusion efforts, which creates an opportunity for employees to engage in an environment of belonging and promote an encouraging, supportive and inclusive workplace.

Since fall 2020, four new ERGs have been established: Kaleidoscope, Brothers Reaching Brothers, Latinos Unidos and Bachelor's Degrees for TCU Employees. For more information, visit the [TCU Employee Resource Groups](#) page.

Creation of Professional Organization Chapter

In spring 2022, TCU established a chapter of the Texas Association of Chicanos in Higher Education (TACHE). TCU's TACHE chapter will focus on the understanding and learning of Latinidad, as well as access, participation, retention and the success of Chicanx/Latinx students, faculty and staff at TCU. All are welcome to join.

The Portrait Project

The Portrait Project's goal is to fulfill opportunities for greater and more diverse representation in TCU's story through commemorative portraiture of historically marginalized individuals who have served as members, stakeholders and contributors to TCU and/or national history. The Portrait Project Committee consists of faculty, staff and students from academic colleges and various departments.

The committee will be used to select an honoree and an artist to propel the project to:

- Diversify artistic and historic recognition and representation
- Diversify cultural art around campus
- Memorialize and highlight underrepresented members and stories of TCU
- Enhance and grow our community's knowledge of TCU's history
- Enhance commemorative representation for historically marginalized communities

OUTREACH INITIATIVES

- TCU partnered with **Tarrant To and Through (T3)** as an inaugural higher education partner. T3 focuses on college and career readiness for local schools. TCU committed to providing scholarship dollars, support services and more to assist local students in matriculating and graduating from the university.
- TCU partnered with the **Atatiana Project**, a nonprofit established by the family of Atatiana Jefferson to connect local youth from

communities of color with STEM, to host its summer camp. TCU professors volunteered to teach participants in STEM courses.

- TCU continued its partnership with **Cristo Rey** to host interns through its corporate work study program.
- 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 and serving over 200 hours in the local community. In the upcoming year, TCU will have five fellows, including two medical students.
- TCU partnered with various grassroots and established organizations to complete **community-based service-learning projects**.
- TCU partnered with the Fort Worth **Metropolitan Black Chamber of Commerce** to sponsor TCU employees to participate in their leadership program.
- TCU made a concerted effort to partner with **more Black and brown businesses** local to Fort Worth.



CAMPUS COMMUNITY RESPONSE TEAM

The Campus Community Response Team (CCRT), led by Florencio U. Aranda III, Ph.D. and Trung Nguyen, Ed.D. is a diverse group of faculty, staff and students that conducts periodic reviews of information related to bias incidents to identify and provide campus educational opportunities.



The CCRT is committed to further enhancing the TCU community by identifying and addressing challenges that divide the campus, taking a proactive approach in providing educational opportunities to community members, and encouraging systemic changes to build a stronger more unified community for all members.

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

Some notable accomplishments include:

- Hosting the virtual “Beyond the Verdict” panel which featured TCU and Texas A&M University faculty who discussed mass incarceration, trials, sentencing and appeals, as well as criminal justice reform and policing.
- Hosting “Know Better, Do Better: The History of Thanksgiving” during Native American Heritage Month, which featured distinguished members of the local and regional tribal community who shared their perspectives on the holiday.
- Conducting a “Language Walk” at select TCU residence halls to see whether the language and signage in the spaces are inclusive. The goal was to have a better understanding and provide concrete suggestions to Housing and Residence Life to create more inclusive signage.
- Providing “We are a Culture, Not a Costume” educational materials to the Office of Fraternity & Sorority Life to raise awareness on campus about the issue of cultural appropriation, which increases around certain celebrations that involve costumes.



ACADEMIC AFFAIRS

Academic Affairs prioritizes recruiting, retaining and advancing diverse faculty and leadership to enrich the TCU academic experience and expand our culture of connection.

Faculty Hiring Checklist

The eight-step faculty hiring checklist, piloted in fall 2021, draws on best practices to assist hiring managers and search committees to attract and hire the best, most diverse faculty consistent with TCU’s high standards of inclusive excellence. The checklist is an important tool for all hiring in Academic Affairs, enabling TCU to fulfill the strategic priority in *Vision in Action: Lead On*, to promote the recruitment and retention of outstanding faculty and staff, especially those who identify with populations who have been historically underrepresented in higher education.

Inclusive Excellence Research Grant

To promote inclusion and equitable outcomes, TCU Academic Affairs provides Inclusive Excellence Research Grants. This program supports participatory action research in existing programs to achieve equitable participation and success, and in pilot projects or new programs that use evidence-based strategies to promote diversity, equity and inclusion among TCU's campus community. The grants combine the considerable intellectual resources and practical experiences of faculty and staff to ensure deep integration of Inclusive Excellence into TCU's mission to promote academic excellence and an inclusive campus culture that educates students to be responsible citizens and ethical leaders in a global community.

DEI Scholars Fellowship

Over the course of fiscal years 2023–25, the Office of the Provost will award each college/school one DEI Scholar Fellowship, three per year, renewable for one additional year. The DEI Scholars program is funded by the Office of the Provost and administered by the Office of Research. The program is designed to recruit emerging scholars from a range of disciplines who are well prepared to use diversity as a resource for enriching the education of all students. DEI Scholars will receive a competitive annual salary, related benefits and additional support for research and professional development.

Postdoctoral Fellows and Visiting Professors

In partnership with the Chancellor, the Provost offers postdoctoral fellowships or visiting professorships for promising recent Ph.D. candidates whose academic training, teaching

areas, background and experiences will contribute to diversity and stellar scholarship at TCU. One postdoctoral fellow from a specific discipline is sought each year.

Shared Cost Hiring Initiative

From FY21 through FY25, the Provost and Vice Chancellor for Academic Affairs will provide up to 50% funding, with a cap of \$50,000, for newly hired tenured or tenure-track faculty who meet TCU's established objectives of transforming faculty diversity at TCU. The transformative goal is to foster an inclusive university community, achieve greater diversity in our professorial ranks and expand the number of teacher-scholars engaged in innovative cutting-edge research.

Native American & Indigenous Peoples Initiative

The Native American Nations and Communities Liaison, Scott Langston, Ph.D., has led the Native American and Indigenous Peoples Initiative at TCU for several years. Dedicated faculty, staff and students from across campus have made the following accomplishments possible.

- Established the Native American Nations and Communities Liaison position and the Native American Advisory Circle
- Sparked by the Native American Advisory Circle's leadership, TCU leadership approved a university-wide Land Acknowledgment. The accompanying [educational website](#) debuted in fall 2021. For the first time in TCU's history, the land acknowledgment was read during the 2021 Convocation ceremony; it is increasingly being used at events across campus.
- The townhall, ["A Dialogue on TCU's Efforts to Reconcile with Native Americans,"](#) was hosted as part of TCU's Race and Reconciliation Initiative. Terri Parton, president of the Wichita and Affiliated Tribes, Nita Battise,

tribal council chairperson of the Alabama-Coushatta Tribe of Texas and Waylon Honga, former Hualapai tribal council member participated as panelists.

- Hosted a virtual workshop about Missing and Murdered Indigenous Women, Girls and Two-Spirit People (MMIWG2S) as part of the 2021 Native American and Indigenous Peoples Day symposium. The workshop was led by Jodi Voice Yellowfish and Christy McLemore, chair and vice chair of MMIW TX Rematriate. Relevant resources, including a Student Learning Guide, were subsequently distributed to TCU's faculty and [published online](#).
- Media coverage of TCU's Land Acknowledgment in [USA Today](#) and TCU's efforts to improve its relationship with the Native American community on [NBC DFW](#)
- Through the leadership of Lauren Denham (Qawalangin Tribe of Unalaska), TCU's Student Government Association overwhelmingly passed a resolution encouraging faculty to include the Land Acknowledgment on their syllabi. SGA also passed a resolution to add the Land Acknowledgment to the Student Government Code.
- Two works of art by the contemporary Comanche/Kiowa artist, J. NiCole Hatfield, "Based on Mrs. Jack Treetop-Standing Rock 1908" and "Based on Quanah Parker" Kwahadi Band of Comanche, [were purchased and installed](#) on the first floor of The Harrison.
- TCU's Native American Advisory Circle created and distributed ["A Guide to Engaging Native American Perspectives in Courses and Programs."](#)
- Sponsored by the Office of the Provost and the Neeley School of Business, TCU held its [fifth annual Native American and Indigenous Peoples Day Symposium](#) in 2021. The theme was "Missing and Murdered Indigenous

Women, Girls and Two-Spirit People: From Awareness to Action."





The Neeley Office of Inclusive Excellence

Ann Tasby, director of the Office of Inclusive Excellence and Accounting Faculty has led the office since it was established in February 2021. She also leads Neeley's Inclusive Excellence Strategic Growth Plan.

The primary Inclusive Excellence goal is to fulfill the Neeley Promise by recruiting, retaining and propelling talent in an inclusive environment that celebrates a diversity of people and ideas. This goal is achieved by:

- Providing professional development opportunities to Neeley students, faculty, staff and alumni around Inclusive Excellence and cultural competence
- Aggregating resources for underrepresented students (students of color, LGBTQ, veterans, first-generation students and transfer students within the Neeley School of Business) and international students
- Advancing and installing curriculum development (undergraduate, graduate, executive) around DEI
- Catalyzing research and creative activity at the intersection of business and diversity, equity and inclusion topics

Key accomplishments include:

- **Industry Advisory Board:** Leaders from global brands and the DFW community serve as Inclusive Excellence advisors
- **Student Advisory Board:** Undergraduate and graduate Students have an ongoing voice in the inclusive excellence journey
- **Student Chapter:** NABA award-winning chapter and faculty advisor
- **Courageous Conversations Book Studies:** 40+ faculty and 30+ students have participated in small group DEI-related book studies



- **JP Morgan Chase Inclusive Excellence Mentoring Program** with 20 Neeley juniors and seniors and 20 alumni/corporate partner mentors
- **Suit Up — Lead On Fund:** 40+ students received new free business attire
- **Going The Distance Fund:** 20 students have received need-based support for books, food and supplies
- **Microsoft Office Certification Fund:** Provides need-based student support for the certification required for admission to Neeley
- **Accounting Career Awareness Summer Bridge Program For High School Students (ACAP)**
- **36 students admitted** (2022 Full Residency Program)
- **40 students admitted** (2021 Hybrid Program)

Against All Odds: Stories of Grit and Determination Speaker Series

This inaugural event featured Kenny Thompson, Jr. '03, TCU Board of Trustees member and former Horned Frogs baseball player in conversation with V. David Russell '12, Neeley Board of Advisors and Chancellor's Advisory Council member.

Inclusive Excellence Speaker Series

Hosted by the Office of Diversity & Inclusion and Academic Affairs, the Inclusive Excellence Speaker Series launched October 2021 and is designed to provide learning and professional opportunities to TCU faculty, staff and students by engaging with high-level professionals focused on diversity, equity and inclusion. Through a series of workshops and discussions,

the TCU community gain insight from national experts who share exemplary examples and initiatives of how everyone can contribute to this important work.

2021–22 Speakers:

Achieving Cultural Change Through Innovation

Michael Sorrell, J.D., Ed.D.
President of Paul Quinn College and One of the World's 50 Greatest Leaders — *Fortune*

Using Data to Make Systemic Change Within DEI

Mandy Price, J.D.
Co-Founder and Chief Executive Officer, Kanarys, Inc.

Promoting Equity Through Inclusive Teaching Practices

Viji Sathy, Ph.D., and Kelly Hogan, Ph.D.,
Award-winning professors at University of North Carolina at Chapel Hill

Integrating Race & Reconciliation Into the Student Experience

Kenneth Chapman, Sean Atkinson, Ph.D., and Brandy Quinn Ph.D.,
Faculty, Texas Christian University



INCLUSIVE EXCELLENCE INITIATIVES FUND



The Inclusive Excellence Initiatives Fund was established to support new initiatives and strengthen existing initiatives in diversity, equity and inclusion. This fund supports TCU's strategic priority to build university experiences for students, faculty and staff to focus on inclusive programming and educational opportunities.

The Inclusive Excellence Initiatives Fund grants up to \$2,500 for creative programs that foster collaborative partnerships and encourage diversity, equity and inclusion across all dimensions of identity.

Applications are open to students, registered student clubs and organizations, faculty and staff. Funding is used for new initiatives or to support existing programs that enhance diversity, equity and inclusion. New initiatives that include collaborative proposals are favorably considered. Although there is no due date, applications are reviewed when received, and funding is distributed until exhausted.



Inclusive Excellence Funding Application



RACE & RECONCILIATION INITIATIVE

The TCU Race and Reconciliation Initiative (RRI) was created by a charge of the Chancellor and Board of Trustees in fall 2020. Chaired by Frederick Gooding Jr., Ph.D., RRI is an academically based, historically focused research initiative. RRI committed its first year to research focusing primarily on Black Americans and TCU's experiences with racism, slavery and the Confederacy with the second year expanded to additional racial identities. This academic endeavor will span multiple years to raise awareness of racism and inequality, helping TCU work toward a campus culture where everyone is respected and valued.



>> **Read our RRI First-Year Report**

TCU Alumni Keynotes RRI Week

LaDainian Tomlinson, NFL Hall of Famer and TCU Board of Trustee member, provided a virtual keynote presentation to the TCU community titled "Engaging Social Justice, Not Running Away from It" during the spring 2021 Race and Reconciliation Week.

During the second year of RRI, the following activities took place.

Research Activity

RRI Oral History Project

Led by Sylviane Greensword, Ph.D., with extensive archival research and analysis contributed by tenured historians, undergraduate and graduate students.

Engaging Pedagogy Project

- Promote racial/ethnic equity and equity-minded practices through the syllabus review process
- Investigate teaching approaches and practices impacting BIPOC and other racially/ethnically minoritized students
- Encourage self-assessment for current teaching approaches and practices
- Foster consideration of changes that result in more equitable teaching

Continued Universities Studying Slavery membership

Research Trips

- University of Mississippi (November 2021)
- Clemson University (December 2021)



Community Engagement Local

- Virtual Town Hall Series: "What Does Reconciliation Mean to Me?"
 - All nine colleges, including the deans, the Burnett Medical School, TCU Athletics and Brite Divinity School participated

RRI Week Events

- Sharing in the Struggle
- Rise & Grind
- Keynote speaker, Rev. Wheeler Parker, Jr., last surviving cousin of Emmett Till
- Hustling Hard featuring TCU Athletics, Coach Sonny Dykes, Coach Lisa Morgan-Richman and Coach Raegan Pebley
- "Walk with Us" Heritage Tour

Regional

- Inaugural Lone Star Reconciliation Summit hosted by TCU (April 8, 2022) with nine Texas Schools participating:
 - Abilene Christian University
 - Austin College
 - Huston-Tillotson University
 - Prairie View A&M University
 - Rice University
 - Sam Houston State University
 - Southern Methodist University
 - Texas Christian University
 - Trinity University

National

- Members of Team RRI have participated in the following peer-reviewed, national conferences specifically engaging the research topic of reconciliation:

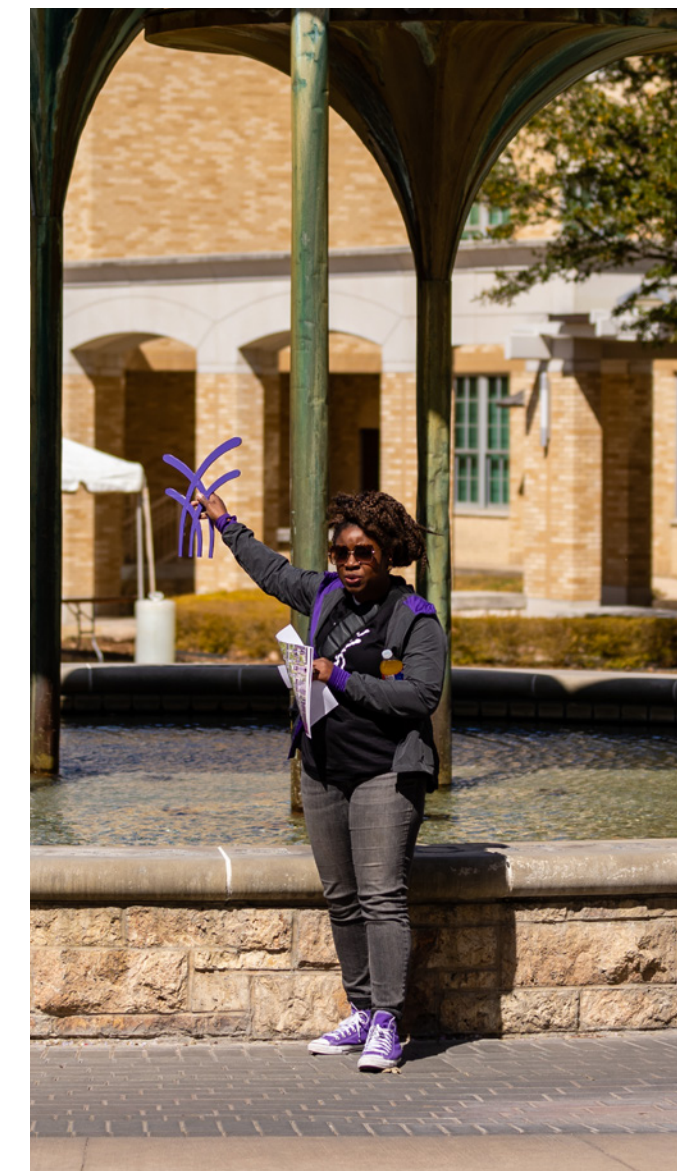
- National Association of Diversity Officers in Higher Education
- National Conference on Race and Equity within Higher Education
- Universities Studying Slavery National Conference
- Cultural Studies Association

International

- "Reconcile This!" podcast broadcast in at least 18 different countries



Visit RRI Website



RECONCILIATION DAY

A day where we, the TCU community, came together to move forward together.

April 21, 2021 Inaugural Reconciliation Day

April 20, 2022 Second Reconciliation Day

- Update on seven key RRI recommendations unanimously approved by TCU's Board of Trustees
- Panel discussion with Team RRI, moderated by Chancellor Boschini
- Reconnection and reconciliation with living descendants of Charley & Kate Thorp
 - The first campus of what is now TCU was in Thorp Spring, Texas, a town where infrastructures, including the first TCU building, resulted from the labor of Italian indentured servants and slaves belonging to the town's founder, Col. Pleasant Thorp. Among the colonel's slave workforce was a man named Charley Thorp. Charley remained in Thorp Spring after Emancipation and worked for TCU for several decades.

Likewise, his wife, Kate Lee Thorp, was the former slave of one of the founders' fathers-in-law. She also worked for TCU for years.

- Charley was the campus' lead security guard, handyman and landscapist. He and Kate were prominent members of the Thorp Spring community. Yet, the Black presence and contribution during TCU's founding years is virtually non-existent in the institution's early literature.

"Our study of TCU's history will provide critical perspective, deepen understanding and result in recommendations for action and healing."

— Frederick Gooding, Jr., Ph.D., associate professor of African American Studies in the John V. Roach Honors College and inaugural chair, Race and Reconciliation Initiative

Inaugural Team RRI (August 2020–May 2022)



Fredrick Gooding Jr., Ph. D., Chair



Karen Steele, Ph. D.



Sylviane Greenwood, Ph. D.



Marcellis Perkins, Graduate Student



Amy Cenicerros, Graduate Student

OFFICIAL RRI RECOMMENDATIONS

Task Force

Key Recommendation

Slavery

We recommend that TCU develop and implement a comprehensive strategic plan to promote equity and inclusion in graduate and undergraduate student admissions, faculty and staff recruitment and retention, and the illumination of TCU's full history through curricula programs such as Frog Camp and UNLF.

Confederacy

We recommend providing more robust contextual information near the Clark Brothers' statue and memorialize a more complete story of TCU, commemorating the efforts of underrepresented or marginalized groups who contributed to TCU's development and highlighting racist attitudes and behaviors from earlier years as an educational step toward creating an anti-racist community.

Segregation

We recommend the development and maintenance of an online digital depository specifically focused upon Race & Reconciliation, which all members of the TCU community are able to access to understand the collective histories that contribute to TCU's legacy.

Desegregation

We recommend more consistently recognizing the contributions of our Black, Indigenous and other alumni of color, more specifically through the ongoing funding, development and maintenance of the RRI Oral History Project designed to capture key alumni experiences.

Voice

We recommend the perpetual and continued observance of "TCU Reconciliation Day" as a means to maintain open forums of communication and expression on the topic of race and reconciliation while deliberately, intentionally and strategically increasing access to existing TCU media channels (i.e., student-run television, print and radio) to amplify multiple voices and perspectives on campus.

Good Neighbor?

We recommend conducting a comprehensive inventory of all official vendors conducting business with TCU to qualitatively measure and assess equitable representation by diverse members of our business community.

Repair

We recommend continuing this Race & Reconciliation Initiative beyond the initial one-year time frame originally set for this committee's investigation by continuing to make the modest investment in the human capital necessary to carry out the work of research and reconciliation as part and parcel of TCU's efforts to lead on.

OFFICE OF DIVERSITY & INCLUSION

2020-2022 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.

Demographic information about TCU students, faculty and staff may be found in the **TCU Fact Book and Common Data Set**, which are managed by the **Office of Institutional Research**.



OFFICE OF DIVERSITY
& INCLUSION

The Harrison
3101 Bellaire Dr. N
Suite 1800
Fort Worth, TX 76129

Aisha Torrey-Sawyer, M.Ed.
Director

Florencio U. Aranda III, M.A., M.S., M.L.S., Ph.D.
Assistant Director

Leslie Ekpe, M.A., MBA
Graduate Assistant