



New Faculty Orientation

Faculty's Role in Creating an Inclusive Environment

Vice President Joanne Woodard

August 12, 2020

Diversity and Inclusion Initiatives in the UNT Strategic Plan

UNT adopted our Strategic Plan in November 2019. The plan specifically incorporates initiatives to target diversity and inclusion to help increase retention rates for marginalized students, sustain diversity curriculum and training, and promote a more inclusive campus.

Empowering and Transforming Our Students

“ Student learning, professional development, and success are top priorities for us at UNT, and **we will ensure that all students are educated with attention to their personal development** and that they are given a cutting-edge curriculum. **It is important that as a minority serving institution we are dedicated to ensuring pathways to success for all students.** We are dedicated to providing experiences at UNT that encourage students to be involved in campus life and the valuable educational opportunities that will increase their marketability in the global economy of the future. In addition, we will seek to **challenge our students with opportunities that increase their engagement and personal growth and add value to their college experience.**”

— 2020-2025 Strategic Plan



Diversity at UNT

Number of Students: **39,192 students**

First Generation Status: **41.5%**

Gender of Students: **54% female and 46% male**

➤ **Pronoun feature enabled in Canvas.**

Inclusive Excellence*

Inclusive Excellence means an institution has adopted means for cohesive, coherent, and collaborative integration of diversity, inclusion into the institutional pursuit of excellence.

- AAC&U's guiding principle for access, student success, and high-quality learning. It is designed to help colleges and universities integrate diversity, equity and educational quality efforts into their missions and institutional operations.

Diversity at UNT

Number of Staff Employees: **2,697**

Number of Faculty: **1,816**

Student Faculty Ratio: **25.2 to 1**

Hispanic Serving Institution (HSI)

HSI is defined as an institution of higher learning that—

- is an eligible institution (accredited, degree-granting public or private nonprofit); and
- has an enrollment of undergraduate full-time equivalent students that is at least 25 percent Hispanic students.

Faculty's Role in Creating an Inclusive Environment



Equity Issues

Be cognizant of **university policies** and your rights and responsibilities as a member of the UNT community.

UNT Equity & Diversity Policies

Policy 16.001—Disability Accommodation Policy
for Students and Academic Units

Contact: **Office of Disability Access**

Religious accommodations

Contact: **Equal Opportunity; Human Resources**

UNT Equity & Diversity Policies

Policy 16.004—Prohibition of Discrimination, Harassment and Retaliation

- **Protected categories:** race, color, national origin, religion, sex, sexual orientation, gender identify, gender expression, age, disability, genetic information, veteran status
- **EO Training** (required every two years)
Contact: **Equal Opportunity**
- **oeo@unt.edu**

UNT Equity & Diversity Policies

Policy 16.002—Prohibition of Sexual Misconduct, Including Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Failure to Report, Retaliation

--new Title IX regulations

--Contacts: **Equal Opportunity; Dean of Students**

UNT Equity & Diversity Policies

Policy 05.021—Consensual Relationships

Consensual Relationships between faculty and staff members in positions of authority and their subordinates and their students are not permitted.

Contact: **Equal Opportunity**

Faculty's Role in Creating an Inclusive Environment



- **Search Committee Orientation** (required)

Contact: **Equal Opportunity**

- **Diversity and inclusion training** (required of all UNT employees)

Contact: **Office of Faculty Success; Diversity & Inclusion**

- **College Diversity and Inclusion Councils**

Contact: **Dean's Office**

Division of Institutional Equity & Diversity

Equal Opportunity

Eve Shatteen Bell, Director



Diversity and Inclusion

Shani Barrax Moore, Director



Division of Institutional Equity & Diversity

Multicultural Center
Damian Torres, Director



Pride Alliance
Kathleen Hobson, Director





Division of Institutional Equity & Diversity

Hurley Administration Building

Suite 175

1155 Union Circle #310937

Denton, Texas 76203

(940) 565-2711

Twitter: @EquityDiversity

UNT Diversity (@DiversityUNT)