



DIVERSITY INITIATIVES
INVENTORY | 2018

Equity, Diversity
and Inclusion

University of Wisconsin
Eau Claire



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INTRODUCTION

At UW-Eau Claire we are proud of the many programs, initiatives, and activities we have developed to foster a welcoming and supportive campus. This Diversity Initiatives Inventory is designed to provide an accessible overview of UW-Eau Claire's continuing efforts aimed at advancing diversity, equity and inclusion. Through this documentation, we hope to promote successful practices and enhance collaboration among departments and units as we work toward our goal of providing an exceptional educational experience for all students, in a working and learning environment where all members of the campus community can thrive and succeed.

Please direct any questions regarding the inventory or requests for addition to the inventory to the Office of Affirmative Action, affirm01@uwec.edu.

ACADEMIC AFFAIRS DIVISION

Schofield Hall 206 | 715-836-2320 | www.uwec.edu/AcadAff/index.htm

Academic Affairs Colleges & Departments

College of Education and Human Sciences Inclusive Excellence Council

The College of Education & Human Sciences Inclusive Excellence Council provides leadership in the development, improvement and coordination of initiatives related to equity, diversity, and inclusivity in the college. The Council is both an advisory group and a working body. Its advisory capacity is to make recommendations that encourage action to appropriate bodies. Its working capacity is in the area of professional development for COEHS faculty and staff. As a council, their activities are guided by the founding principles of equity, diversity and inclusivity. The IE Council defines equity as the condition of all people having fair and equal access to the opportunities, resources, supports and experiences they need in order to achieve a measure of personal and academic success within institutions and in the broader society in which they are located.

Communication Sciences & Disorders

Camp Campus

Camp Campus is a one week on-campus residential experience for high school students diagnosed with Asperger's syndrome. Campers are mentored by students as they experience life on a university campus and learn about available services and academic opportunities.

Aphasia Camp

Provides an opportunity for undergraduate students to engage in meaningful immersion experiences with people with aphasia from throughout the US and Canada. Graduate students also have the opportunity to gain hands on experience that builds prior knowledge. These experiences support student learning while providing an authentic and needed service for persons affected by aphasia (as well as their partners).

Chippewa Valley Aphasia Excises Group

The area's only exercise program designed specifically for adults with aphasia. Kinesiology and CSD students interact with adults with communication impairments to help bridge the physical, communication, and social needs of these community members.

ACADEMIC AFFAIRS DIVISION [Continued]

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Academic Affairs Colleges & Departments [Continued]

Kinesiology

Cancer Recovery & Fitness program

Students work with cancer survivors in an applied laboratory class, providing the students with an understanding of exercise strength and conditioning techniques, exercise testing, cancer knowledge and its effect on exercise limitations, and rehabilitation-care related to cancer survivors.

The P.R.I.D.E. program

Students provide instruction, attention, support, and encouragement to children with cognitive, sensory, and physical disabilities in the areas of skill development, fitness, and sport/recreational activities, in consultation with parents, teachers, and service personnel. The P.R.I.D.E.4Adults program serves adults with disabilities by providing them an individualized exercise program. The benefits of exercise for people with disabilities include improved aerobic and muscle fitness, improved psychosocial health, and better ability to do tasks in daily life.

Community Fitness Program

Faculty and students offer morning exercise programs for middle age to older adults who desire some supervision, direction, education, and camaraderie in their health and fitness efforts, to help improve health and wellness in the Chippewa Valley.

Information Systems

The department of Information Systems hosts international faculty and features diversity topics in its discussion with its Industry Advisory Board, such as “Underrepresented groups in the workplace and the major.”

Management & Marketing

The department of Management and Marketing hosts an annual series of management workshops focused on various Equity and Diversity topics, and requires a freshman experience with diversity factors embedded into the curriculum.

College of Nursing

The College of Nursing supports a Men in Nursing student organization on campus through active faculty and staff involvement with the local organization and attendance and presentations at the organization’s national conference.

ACADEMIC AFFAIRS DIVISION [Continued]

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Academic Affairs Colleges & Departments [Continued]

Chemistry

Wisconsin Alliance for Minority Participation Grant

This \$25,000 grant from the WiscAMP program seeks to increase minority participation in STEM-related fields. The faculty administrator for the grant works to match qualified students with research mentors. The grant, among other things, provides these students with some financial support.

National Science Foundation Grant

This ongoing \$300,000, NSF-Funded REU (Research Experiences for Undergraduates) Project in Chemistry and Materials Science is focused on providing research experiences to minority students at two-year colleges nationwide. A primary goal of this project is to work with underrepresented STEM students during a 10-week summer program. The majority of the eight students supported by the grant are recruited from off-campus from two-year community and technical colleges in the upper-Midwest. The students are provided with a stipend as well as room and board and are placed into active research groups along side our students in Chemistry, Materials Science, and Biology. In addition to doing research in the labs, the project provides programming such as seminars, workshops, panel discussions, and pizza lunches, many of which invite participation from all of the students in the building doing research over the summer.

Mathematics

Sonia Kovalevsky Day

This project aims to expose young women in high school to opportunities available in Math and Science by creating fun and exciting experiences through workshops, plenary talks, panel discussions, and a math competition. The teachers and sponsors are invited to attend our day of activities and participate in teacher workshops. We aim to create a network between the young women and teacher/sponsor participants, the UW-Eau Claire Mathematics department, and our guest speakers. We hope to ignite a passion for Math and Science within our participants and to develop lasting relationships that will aid these young women in their transitions from high school to college.

Communication and Journalism

CJ has a diversity committee whose charge is to develop a three-year strategic plan related to achieving EDI goals. The committee also tracks faculty contributions related to diversity and maintains an online D2L database of resources faculty can use. Finally, the diversity committee develops an annual action plan based on strategic goals and assesses completion of initiatives every three years.

ACADEMIC AFFAIRS DIVISION [Continued]

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Academic Affairs Colleges & Departments [Continued]

Languages

Ojibwe Language Program

Since 2008, the University of Wisconsin Eau Claire has broadcasted (via live internet stream) and archived Ojibwe language classes online so that anyone in the world can learn and help save this endangered Indigenous language.

Community-based Instruction

This program creates a learning environment in which students learn both academic and social dimensions of language use. The course gets students out of the classroom and introduces them to the Spanish speaking population in the Eau Claire area and some of the issues they encounter such as immigration, health care, and maintaining one's cultural heritage.

Latin American Studies

Latin American Studies Week

Each year LAS holds a Latin American Studies week. Latin American Studies week includes events such as film screenings, presentations and speakers focused on various topics affecting Latin American people and cultures, such as indigenous, feminist and LGBTQ issues.

Books to Schools

In collaboration with Admissions, Latin American Studies sends out books in Spanish and/or related to Latin America to local public schools and schools with high concentrations of students from Latinx/Hispanic backgrounds to promote learning and teaching of the language, respect for and preservation of the language, and to promote both our program and UW-Eau Claire.

Faculty led International Immersion Experiences in Latin America

These experiences address diversity issues in Latin American countries (indigenous groups, LGBTQ issues, etc.) and thus prepare students to see EDI issues in the US in a different light or from a differently informed perspective

Materials Science

Women and Gender Minorities in STEM Discussion Series

A monthly, informal meeting brings together interested faculty, staff, and students in science, technology, engineering, and mathematics (STEM) to discuss topics relevant to women and gender minorities specifically in STEM fields. This discussion series coordinates with the student organization, Women and Gender Minorities in STEM.

ACADEMIC AFFAIRS DIVISION [Continued]

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Academic Affairs Colleges & Departments [Continued]

Physics

Conference for Undergraduate Women in Physics

Physics sends several students to the annual Conference for Undergraduate Women in Physics, which is designed to benefit students at all undergraduate stages, including freshmen, empowering them to persist and succeed in science careers.

Admissions

Campus Visits

Admissions staff integrate multicultural programming and events into prospective student campus visits and highlight campus events to prospective students. Specific campus visits are organized for Spanish-speaking families.

Multicultural Outreach and Recruiting

Admissions staff attend college fairs and makes presentations at events serving multicultural communities, and collaborates with regional organizations such as Ho-Chunk partnership, the Lac Courte Oreilles Tribe, the Eau Claire Area Hmong Mutual Assistance Association, and El Centro de Conexión de Chippewa Valley.

Advising, Retention & Career Center

Career skills collaborations

Career center staff collaborates with Bugold Beginnings, Office of Multicultural affairs, McNair Program, and Student Support Services to help students with career skills such as networking, resume writing and internship searching.

Hmong orientation outreach

Orientation intern outreaches, connects and translates for incoming Hmong students and their families at orientation.

Center for Excellence in Teaching & Learning

The Center for Excellence in Teaching & Learning provide group opportunities each semester and individual consultation on inclusive pedagogy, and supports faculty and staff Equity, Diversity, and Inclusivity programming by providing an avenue for the programs at CETL.

Center for International Education

The Center for International Education provides students and faculty with opportunities through study and teach abroad programs to cultivate intercultural competency by engaging with people, cultures, languages, and systems abroad. CIE also facilitates international student study on campus, offering exciting opportunities for students from around the world at UW-Eau Claire.

ACADEMIC AFFAIRS DIVISION [Continued]

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Intercultural Immersion

The Office of Intercultural Immersion works with faculty and staff to offer our students a diverse array of high-impact intercultural immersion programs through collaborations with international and domestic partners. Students are engaged firsthand in various cultures, populations, and environments and gain deeper understanding of intercultural dynamics.

Office for Research and Sponsored Programs

Visiting Minority Scholars Award

This program, co-sponsored with the Office of Affirmative Action, brings distinguished scholars, artists, speakers, and other experts to campus to address topics related to equity, diversity, and inclusivity. Visitors are expected to interact broadly with students, faculty and staff, and the broader community.

Diversity Mentoring Program

This program provides a pool of funding that supports costs of faculty-mentored research experiences of American ethnic minority and low-income undergraduate students.

CHANCELLOR'S DIVISION

Schofield 204 | 715-836-2327 | www.uwec.edu/about/chancellors-office/

Blugold Central

Alternative Spring Break

Blugold Central staff partner with a faculty on an alternative spring break trip to Selma, AL, and various other sites significant to the Civil Rights Movement of the 1950s and 1960s. This program will explore the issues of poverty, community, segregation, and refugees in the southern United States. Participants will complete an 8-hour King Nonviolence Training Seminar, engage in community service, meet with community leaders involved in current school integration and community redevelopment efforts, and meet with leaders of the historic Selma Voting Rights Movement.

Veteran Services

Blugold Central provides a range of services to military veterans and their family members through the Veterans Center and through the ongoing verification of their benefits eligibility.

Foundation and Alumni Relations

Alumni Networks

Alumni Relations staff facilitate communication and interest groups among diverse networks of alumni, including African American and LGBTQ alumni groups.

CHANCELLOR'S DIVISION [Continued]

Schofield 204 | 715-836-2327 | www.uwec.edu/about/chancellors-office/

Foundation and Alumni Relations [Continued]

Scholarships

The Foundation provides funding for the institution's annual Equity, Diversity, and Inclusivity Excellence Award. The Foundation provides more than \$200,000 annually in total funding specifically designated for scholarships for diverse students.

Program Funding

The Foundation actively engages in fundraising and financial support of UW-Eau Claire's Blugold Beginnings Program, and has designated Blugold Beginnings as the recipient of its annual board challenge funding. The Foundation is working with the Black Male Empowerment student group, which is facilitated by Blugold Beginnings staff, to help secure funding for that organization to study abroad in England.

EQUITY, DIVERSITY + INCLUSION DIVISION

Schofield 226J | 715-836-4634 | www.uwec.edu/campus-life/equity-diversity-inclusion/

Affirmative Action

Affirmative Action Plan

Affirmative Action maintains workforce statistics and publishes an annual Affirmative Action Plan in compliance with federal law. Statistical information is made available to departments and units.

Employee Recruitment

Affirmative Action coordinates and oversees faculty and staff search processes in partnership with Human Resources, and provides resources and advice designed to facilitate increased diversity in our workforce.

Anti-Discrimination and Anti-harassment

Affirmative Action maintains policies and serves as a resource for questions on discrimination and harassment, and investigates complaints of discrimination and harassment.

Sexual assault and Harassment

The Affirmative Action officer serves as Title IX Coordinator and as such oversees campus policy, complaints and grievances, and trainings related to keeping employees and students safe from sexual assault and harassment.

Bias Incident Response Team

The Bias Incident Response Team (BIRT) provides and refers to resources and support when bias or hate incidents are reported. On a case-by-case basis, the BIRT team also consults with students, faculty and staff from other UW-Eau Claire departments, programs and organizations who can help the team make the most informed response possible to a report of a bias/hate incident.

EQUITY, DIVERSITY + INCLUSION DIVISION [Continued]

Schofield 226J | 715-836-4634 | www.uwec.edu/campus-life/equity-diversity-inclusion/

Blugold Beginnings

The purpose of the Blugold Beginnings Program is to educate and inspire students, especially underrepresented, low income or first generation students, to believe that a post-secondary education is important, attainable, and available at the University of Wisconsin-Eau Claire and other institutions. Blugold Beginnings Program works with local schools to provide a comprehensive college connection for 5th graders through graduating seniors.

Learning Community

The Blugold Beginnings Learning Community provides academic, social and personal support to multicultural, first-generation and economically disadvantaged students throughout their undergraduate experience. The learning community program maximizes campus experiences while facilitating graduation within four years.

Mentors

Students in the learning community are employed as mentors working within local schools to provide support services to underrepresented students. Mentors coordinate with teachers, staff, parents, and student schedules to create the most convenient and effective times for mentors to work with students and to determine what activities to focus on. Mentors provide services include tutoring, study skills, mentoring, leadership skills, career exploration, college preparation skills, and high school events.

Summer Camps

Every summer, Blugold Beginnings offers camps to local middle and high school students on the University of Wisconsin-Eau Claire campus. The camps are designed to provide a variety of college knowledge and experiences.

Civil Rights Pilgrimage

University of Wisconsin-Eau Claire students have the opportunity to spend their winter or spring break on a Civil Rights Pilgrimage to the South, visiting sites and interacting with individuals of historic importance to the U.S. civil rights movement.

Gender & Sexuality Resource Center

The Gender & Sexuality Resource Center provides resources, information, and programming in collaboration with existing departments, advisory committees, organizations, and offices; we foster a supportive campus environment through the development and sponsorship of intellectual, personal, and cultural programming.

Training

The Gender & Sexuality Resource Center (GSRC) offers Safe Space training to help make UW-Eau Claire more inclusive, welcoming, and safe regardless of sexual orientation and/or gender identity/expression; Bystander Intervention training to help promoting a cultural shift in the norms associated with sexual assault, dating violence, and stalking within our campus community.

EQUITY, DIVERSITY + INCLUSION DIVISION [Continued]

Schofield 226J | 715-836-4634 | www.uwec.edu/campus-life/equity-diversity-inclusion/

Gender & Sexuality Resource Center [Continued]

Resource Centers

The Women's Resource Center (Hibbard 311C) and The Bridge LGBTQIA+ Resource Center (Davies 229) serves to provide safe space and a network of support for the Women's and LGBTQIA+ campus communities, respectively. The centers are staffed by Gender & Sexuality Resource Center interns.

Eau Queer Film Festival

The GSRC co-sponsors UW-Eau Claire's annual student-curated and student-run Eau Queer Film Festival.

Programming

The GSRC sponsors extensive programming around Women's and LGTBIA+ issues and concerns, including our nationally-known drag show, The Fireball; as well as annual programming around Women's History Month, Sexual Assault Awareness Month, and National Coming Out Day.

McNair Post-baccalaureate Achievement Program

The McNair Program prepares undergraduate students for doctoral studies through involvement in research and other scholarly activities. McNair participants are either first-generation college students with financial need, or members of a group that is traditionally underrepresented in graduate education and have demonstrated strong academic potential. The goal of the McNair Scholars Program is to increase graduate degree awards for students from underrepresented segments of society. McNair scholars participate in two years of intensive mentoring, specialized curricular and co-curricular offerings, collaborative research and paid internships.

Office of Multicultural Affairs

The Office of Multicultural Affairs (OMA) provides services that result in an increased presence and participation of students of color in all academic, social, and personal endeavors at UW-Eau Claire. OMA staff work to facilitate respect and appreciation for the history, tradition, and cultures of diverse students and groups.

Diverse Programming

OMA hosts programming to promote understanding and awareness of the diverse students at UW-Eau Claire, including events around Latino Heritage, Black History, and Native American, and Hmong Heritage Months. In addition, OMA hosts an annual "Welcome Back" to campus event and graduation ceremonies.

Multicultural Leadership Retreat

OMA hosts an annual retreat for leaders of multicultural student organizations to enrich their leadership qualities, explore their identities, and connect with peers and potential mentors.

EQUITY, DIVERSITY + INCLUSION DIVISION [Continued]

Schofield 226J | 715-836-4634 | www.uwec.edu/campus-life/equity-diversity-inclusion/

Services for Students with Disabilities

The Services for Students with Disabilities Office provides students with disabilities a variety of services and accommodations to insure that UW-Eau Claire facilities and programs are accessible. Also available to students registered with the SSD office are academic and career advising services through our TRIO federally funded Ability in Motion (AIM) program.

Disability Awareness Month Recognition Event

Every October the unit holds a Faculty and Staff Recognition event where students nominate faculty for recognition based on inclusive treatment of students with disabilities in their classes, and staff recognize a department that has shown exceptional collaboration with our unit.

Advisory Committee on (for) Accessibility Issues for Persons with Disabilities

This committee provides information and makes recommendations related to the needs and concerns of persons with disabilities. It is chaired by the director of Services for Students with Disabilities, and is comprised of faculty, staff, and students.

Student Support Services

Student Support Services (SSS), funded by a federal TRIO grant, provides access to a wide range of academic assistance for its student participants. The SSS program is designed to improve the retention and graduation rates of students who are from low-income households, are first-generation-college students, or have a documented disability. SSS offers its students a variety of supplemental services which include the academic advising, tutoring, career counseling, peer mentoring, financial planning, and graduate school preparation.

Programming

SSS programming includes many workshops to promote academic success and inform students about campus opportunities; peer mentoring events to assist incoming students with the transition to college; activities sponsored by our student organization, the SSS Advisory Board, to promote peer interaction and relationship building; and career seminars designed to help students become more familiar with the range of career options available to them. In addition, SSS purchases tickets to enable program students to attend campus lectures, arts performances, and cultural events. The program also occasionally sponsors students' participation in conferences.

Scholarships/Grants

SSS provides grant aid to program participants who are in their first two years of postsecondary education and who are eligible for Pell Grants. In addition, the SSS staff funds two scholarships for program participants.

EQUITY, DIVERSITY + INCLUSION DIVISION [Continued]

Schofield 226J | 715-836-4634 | www.uwec.edu/campus-life/equity-diversity-inclusion/

Upward Bound

Upward Bound provides opportunities for participants to succeed in their precollege performance and ultimately in their higher education pursuits. Upward Bound serves high school students from low-income families and high school students from families in which neither parent holds a bachelor's degree. Over 80% of participants enrolled in Upward Bound's pre-college program are multicultural students. Upward Bound works with Admissions, the Office of Multicultural Affairs, Financial Aid, and Blugold Beginnings to assist its seniors who apply to UW-Eau Claire and those who decide to attend. Upward Bound maintains contact with its graduates who matriculate into UW-Eau Claire and other higher education institutions, continuing to advise them on academic, career and personal issues to enhance their retention and graduation.

STUDENT AFFAIRS DIVISION

240 Schofield Hall | 715-836-5626 | www.uwec.edu/Studentaffairs/index.htm

Athletics

NCAA Diversity and Inclusion Committee

UW-Eau Claire's Athletic Director Dan Schumacher serves on the NCAA Diversity and Inclusion National Committee (representing NCAA Division I, II, and III)

Counseling Services

Gender and Sexuality Support Group

Counseling Services coordinates a gender and sexuality support group for members of the LGBTQIA+ community to have a safe space to seek support and make connections, as well as to process issues surrounding being part of that community.

Equity, Diversity, and Inclusivity Coordinator

The Counseling Services Equity, Diversity, and Inclusivity Coordinator is responsible for coordinating EDI initiatives throughout the department.

Staff Diversity Dialogue

The Diversity Dialogue is a monthly meeting for clinicians and trainees, which involves getting together for 1 hour each month to discuss diversity related topics and how they may impact the work of the unit.

Housing & Residence Life

Living Learning Communities

In a LLC students live with others interested in a specific theme and take a course that focuses on the LLC theme. Events, activities, and discussions related to the LLC theme are integrated into residence life for LLC participants.

STUDENT AFFAIRS DIVISION [Continued]

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Housing & Residence Life [Continued]

Peer Diversity Educators

Peer Diversity Educators (PDE) is a student-run organization that creates and presents a menu of equity, diversity, and inclusion programs for the residence halls, but are also frequently presented in the classrooms and community sessions to promote the understanding and respect for individuals of all backgrounds. Programs include a current events “weekly update” that is distributed to every residence hall wing; a major program called Tunnel of Oppression that typically has attendance of 600 to 750 students; a menu of 10 facilitated programs on topics of privilege, racial identity, gender identity, discrimination, institutionalized oppression. Total program reach in active programs is typically 1500 students in the fall semester, and 900 students in the spring semester.

Hmong Culture Living Learning Community

The Hmong Culture LLC, housed in Governors Hall, had enrollment of 29 students in Fall 2017. The program is a collaboration between students, Housing & Residence Life, and the Office of Multicultural Affairs. The program is significantly student driven, including its mission. Mission statement: For Students who share a common interest of the Hmong Culture to live in a safe space that will allow them to grow and learn while building a community around them. Student can participate in two academic courses on Hmong Language and culture.

Social Justice Living Learning Community

This learning community is housed in Sutherland Hall, and had a Fall 2017 enrollment of 16 students. Students in the community are involved in a variety of in-class and out-of-class experiences designed to develop a personal sense of social justice and provide ideas for how individuals can work for positive social change.

Residence Hall Association Inclusive Experiences Committee and Chairperson

This committee’s responsibility is to create both social and education programs (3 per semester) that promote a more inclusive residence hall environment. The committee is comprised of elected delegates from each residence hall, and is chaired by an executive member of the RHA board.

STUDENT AFFAIRS DIVISION [Continued]

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Housing & Residence Life [Continued]

Presentations/Trainings/Workshops

Professional Staff Training

- a. **Racial Battle Fatigue** – all professional staff participated in 3-hour seminar in July 2017
- b. **Vision Session with Dr. Tamara Johnson** – all professional staff met, and learned about the vision of the new EDI division on campus in August 2017
- c. **Training on Mental Health Disabilities** – all professional staff attended an 8-hour training session at UW Stout regarding serving students with mental health disabilities in August 2017
- d. **Training on Free Speech and Supporting Inclusive Climates** – all professional staff attended a 4-hour workshop regarding how to support inclusive environments while also complying with 1st amendment in August 2017

Resident Assistant Training

- a. **Micro-aggression Training** – all Resident Assistant staff participated in 2-hour training regarding micro-aggressions, presented by Jodi Thesing-Ritter in August 2017
- b. **Through Open Doors Training** -- all Resident Assistants practices in role-playing scenarios, how to respond to racist, homophobic, transphobic, and ableist behaviors in the residence halls (2 hours.)
- c. **Bystander Intervention** – All RAs learned about how to be an active bystander, and intervene when they witness a threatening, dangerous, or otherwise inappropriate action (2 hours)
- d. **Safe Space Training** – All Ras learned about how to create inclusive and safe spaces, including those factors which are most likely to make students feel unsafe, and how to create more affirming and positive environments. (2 hours)

University Centers

The Forum and Artist Series

Staff in Activities, Involvement & Leadership, facilitate committees charged with bringing diverse lectures, topics, performances, and works of art to campus to campus annually. Diversity in speakers represent people all across America, Jamaica, Philippines and South Africa. Recent topics have included income inequality; sexual assault; being transgender; healing wounds of racism; human rights activism; poverty in America; political views on religion, tolerance and the modern world, and lessons in diversity. Recent performances have included Native Pride Dancers, Celtic performance groups, chamber music, string quartets that feature Sephardic music and hail from Australia, Belgium, and the USA, contemporary/urban dance troupes and one-person theatre.

STUDENT AFFAIRS DIVISION [Continued]

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University Centers [Continued]

University Activities Commission

A student organization, working in cooperation with University Centers staff, that bring diverse and inclusive entertainment offerings to campus including films, festivals, concerts, and music and more.

Kaleidoscope

An annual student organization workshop where student learning outcomes embrace the Liberal Education Learning Outcomes of Integration where students apply knowledge, skills and responsibilities from one context to another, and Interpersonal Competence and Effective Leadership where students identify and understand group dynamics directly relating to diversity.

Student Excellence Awards.

Staff in the Activities, Involvement & Leadership office organize the annual student Excellence Awards, which recognize students in the co-curricular setting. Specific awards for diversity efforts include: Excellence in Equity, Diversity and Inclusivity Award; Excellence in Global Awareness Award; and Outstanding LGBTQA Student Leader Award.