Office of Diversity and Inclusion

Council on Diversity and Inclusion

ANNUAL REPORT 2012-2013
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Rice University
Mission

As a leading research university with a distinctive commitment to undergraduate education, Rice University aspires to path-breaking research, unsurpassed teaching, and contributions to the betterment of our world. It seeks to fulfill this mission by cultivating a diverse community of learning and discovery that produces leaders across the spectrum of human endeavor.

Office of Diversity and Inclusion and Council on Diversity and Inclusion

Objective

To support and guide the Rice University community in fulfilling its mission by facilitating a campus environment that promotes diversity, inclusion, and academic achievement through:

- Active engagement with all areas of the campus in the spirit of inclusive excellence in addressing areas of need;
- Structured teaming of key administrative and academic units, using working groups to develop and implement initiatives to address areas of need;
- Fostering collaboration across working groups; and
- Monitoring our progress as a community.
OVERVIEW

Rice has celebrated many milestones during the 2012-2013 academic year, with the most significant being its Centennial year. Along with the pageantry and scholarly events, it has been a time of reflection on how far Rice has come since matriculating its first students a century ago. One area of dramatic change has been in the diversity of its students, especially with the undergraduates. Today, with no single racial or ethnic group being a majority among its undergraduates, Rice strikes a very different demographic picture than it did a century ago when its charter restricted its students to those who were “white inhabitants of Houston and Texas.” This change has brought with it a range of opportunities and challenges. The celebration, in addition, has proffered an opportunity to look forward. To be successful in its second century, Rice must take full advantage of such opportunities and confront the concomitant challenges associated with a diverse learning and research environment.

In March 2010, President David Leebron and then Provost Eugene Levy approved the establishment of the Office of Diversity and Inclusion and the Council on Diversity and Inclusion (CODI) “aimed at creating and sustaining an open and inclusive environment for all members of the Rice community and particularly for students.” CODI replaced the former President’s Council on Diversity, established in 1992 by then President Malcolm Gillis.

In my restructured role as Associate Provost for Diversity and Inclusion, I spent several months researching the diversity structures at several universities, especially those traditionally benchmarked by Rice. None of those reviewed appeared to accommodate the uniqueness of the Rice culture. In the process, I proposed the concept of a council with half of its members serving as working group chairs and the remaining half serving as at-large members, some of whom would represent students, faculty, staff and alumni. Over a period of several months, I sought advice and suggestions from Rice vice presidents, vice provosts, deans, two Faculty Senate speakers (a change in leadership occurred during that period), and met with the Faculty Senate Executive Committee. I also met with college masters. Their valuable insights and feedback helped to shape the current structure. After two years of groundwork, design and start-up, CODI became fully operational in the spring of 2012, when all ten of its working groups set goals for the 2012-2013 academic year (see Appendix A).

The full council met twice each semester to receive updates, discuss specific topics, and hear presentations.

At the September 2012 meeting, Black Student Association (BSA) President Rebecca Isaac and Hispanic Association for Cultural Enrichment at Rice (HACER) Vice President Alexandra Zambrano gave a presentation to the council on their participation in the National Conference on Race and Ethnicity (NCORE) experience. Both students said that the NCORE experience opened their eyes to the need for more diversity-focused dialogue between Rice students and faculty. Students learned that they could make a difference on their campuses by taking the first step to promote diversity and reported that they were promoting the idea of creating a diversity coordinator position in the colleges, using Will Rice College as a pilot program.

Carlos Garcia, Associate General Counsel briefed the council on the Fisher v. Texas case under review by the United States Supreme Court. With the work of Ceola Curley, the totally
revised "Diversity@Rice" website was unveiled. It also was one of the first campus websites to be disability accessible. The project was completed with guidance from Alan Russell, Director of Disability Support Services.

At the November 2012 meeting, Dean John Hutchinson (At-Large Member) and Associate Dean Catherine Clack (chair of the Multicultural Undergraduate Working Group) gave a presentation on diversity issues concerning undergraduates. Dean Hutchinson announced that thanks in part to the development of the UNIV 101 course by Shelah Crear, Director of First Year Programs; they have witnessed an improvement in the undergraduate experience. Catherine Clack announced that the Freshmen Mentoring pilot that began in 2010 in the Office of Diversity and Inclusion has now been reimagined and institutionalized in her office under the new name of HARAMBE (a Swahili term for "working together in unity" or "let's pull together"). During HARAMBE, staff and students spend quality time with first-year African American students to bond and orient them with myriad issues at Rice, ranging from academic support to other university services.

At the December 2012 meeting, Russell Barnes, Director of Affirmative Action, reported on the status of the sexual harassment training initiative, noting that information is being collected on who took the training. The long-term goal is to modify the training to keep it fresh. He also facilitated a critique of a draft online diversity-training initiative and how to improve the process. Once the diversity-training program is developed, it will be administered on a mandatory basis for all students, staff, and faculty.

At the February 2013 meeting, Ratna Sarkar, Director of Institutional Research and chair of the Campus Climate Working Group, gave a presentation of demographic data on Rice undergraduate students. She explained to the group how such data is captured across colleges and universities nationally. The group was able to see enrollment trends for Rice, and other data relevant to Rice.

At the April 2013 meeting, Chris Muñoz, Vice President for Enrollment gave a presentation on "Diversity and Undergraduate Admissions," which generated extensive discussion on the challenges faced by Rice and other admissions offices nationwide. He also shared some of the strategies being used to address such challenges.

This report is the work of many dedicated members of the Rice community and offers a rarely seen view of the diversity-related work done quietly behind the scenes across the campus. As demonstrated in the summaries herein, much of the activity occurred in the working groups and programs as well as the units to which they were affiliated. The collaboration that emerged among many of the working groups and programs created a critical informal network illustrated in Appendix B, which addresses a key communication issue. Appendix C lists Rice University’s membership in state and national diversity-related associations and consortia.

A special thanks goes to the many Rice students who continue to play important roles in promoting diversity and inclusion as individuals, in their organizations, and in the residential colleges. Finally, I thank my staff including Gloria Bean, Theresa Chatman, Ceola Curly and the late Sharon Bush for their tireless work behind the scenes to get us to this point.

Roland B. Smith, Jr.
Associate Provost, Office of Diversity and Inclusion
CODI Chair
CAMPUS CLIMATE
Working Group Chair: Dr. Ratna Sarkar, Director of Institutional Research

Goals

• Determine undergraduate enrollment, first-year retention, and six-year graduation rates by ethnicity.
• Determine graduate enrollment and time to completion rates by ethnicity (with Dean of Graduate Students and Scholars).
• Gather and summarize what Rice currently capture about campus climate in our student and parent surveys; and/or make a plan to introduce questions into 2012-13 surveys to measure attitudes and climate.

Activities and Accomplishments

The Campus Climate working group has made some progress towards its stated goals for the academic year 2012-13:

• Determine undergraduate enrollment, first-year retention, and six-year graduation rates by ethnicity.
  
  o Status: This project was completed and a presentation was made to CODI on Feb 21. Patterns emerged in the data related to first-year retention. The office of the dean on undergraduates will work with us to fine-tune the information and to work with students who are at high-risk for leaving Rice after their freshman year.

• Determine graduate enrollment and time to completion rates by ethnicity (with Dean of Graduate Students and Scholars).
  
  o Status: This project is ongoing. Since graduate students don’t generally graduate by cohort, and their paths to graduation are less linear than those of undergraduates, determining time-to-degree is a work-in-progress.

• Gather and summarize what Rice currently capture about campus climate in our student and parent surveys; and/or make a plan to introduce questions into 2012-13 surveys to measure attitudes and climate.
  
  o Status: We will be prepared with this information at the start of the next school year. An alumni survey is currently being conducted, and we hope to provide information about alums’ perception of campus climate.
MULTICULTURAL UNDERGRADUATE LIFE
Working Group Chair: Catherine Clack, Associate Dean, Undergraduates; Director of Multicultural Affairs

Goals

• Continue and institutionalize HARAMBE orientation and mentoring initiative for Black students.
• Develop a more defined role for the Rice African American network (RAAN) in supporting undergraduate activities.
• Continue to support BSA and HACER, especially in the area of leadership development.

Activities and Accomplishments

HARAMBE
HARAMBE (a Swahili term for "working together in unity" or "let's pull together") continues to enjoy great success. Forty-four (44) of eighty-one (81) invites RSVP’d to attend. Both the RSVP rate and “no-show” rate has been consistent for both years, with no shows around 10. With each year, we expect the rate of participation to increase as students who participated in past years move up to serve on the student leadership team. HARAMBE 2013 is presently in the works, and will be held September 6 & 7 in the R-Room. Dates were changed in a special effort to accommodate athletics, particularly football, as the inclusion of African American football players is deemed essential to improving attitudes towards campus climate for the entire student community.

HARAMBE is primed to meet it’s original goal of providing an noteworthy networking opportunity for African American freshmen in the hopes of improving their satisfaction rates with Rice overall. The opportunity this program further affords to reacquaint students with Academic Advising and academic resources has led to the implementation of a weekly Physics 102 tutorial and solid GPA's across the board. As of January 2013, the class of 2011 had a combined average of 3.23 (with a Rice attrition rate of 5.6% - largely basketball), while the class of 2012, averaged 3.09.

An unforeseen benefit of HARAMBE has been a dramatic increase in the level of freshman involvement with the Black Student Association. HARAMBE alumni have been especially eager to take active and leadership roles within the organization. As a result, we will be working with HACER, which is struggling with freshman involvement, to implement a one-day retreat similar to HARAMBE for Hispanic freshman in the fall of 2013.

First Generation College Students
As a number of our minority students hail from first generation college families, we explored ways to assist this previously overlooked cohort. A number of staff members within student affairs can attest to the special needs these students may present. Before we could truly move on the issue, however, Shelah Crear, Director of First Year Programs, formed a committee to investigate the needs and develop programs for this group. As a result, I am a member of that working group, but will report on our findings and progress to the CODI.

RAAN
No work was done with RAAN (Rice African American Network) this year, though the mailing list is still utilized for important posts. Lack of staff support continues to pose a challenge.
BSA & HACER Support
Support of these student organizations continues to fall largely under my responsibilities as Director of Multicultural Affairs, but the efforts were stepped up again this year. Next year’s leadership of HACER has been especially proactive in engaging our support and services on a higher level. In addition to the freshman retreat previously mentioned, we are working more closely with the officers on individual and group leadership development in addition to helping them redefine their annual cultural show. Additionally, we continue to offer financial and planning support for the new student receptions held just before O-Week.

Ongoing Programs
In addition to a significant amount of time is spent on individual student and student leader meetings, there are ongoing programs, as well.

- **ADVANCE** (Advocating Diversity and the Need for Cultural Exchange) continues to host weekly Friday discussion meetings. The topics cover a wide range of social issues from sexism to homophobia to international concerns and politics, to name a few. ADVANCE seeks to create an environment at Rice that emphasizes unity by embracing individual differences and is committed to providing a safe space (and lunch) to students interested in dialoguing on the often divisive issues of the day. There are currently 14 diverse student members leading and organizing ADVANCE.

- **Culture Fair:** The OMA and ADVANCE sponsor Culture Fair each spring. The fair enjoys huge support each year and averages about 300 attendees each year. The theme for the fair changes annually, but the primary participants continue to be both undergraduate and graduate cultural clubs and representatives for the Office of International Students and Scholars (OISS).

- **O-Week Diversity Facilitators:** The O-Week Diversity Facilitators continue to serve the important role of challenging new freshmen to explore their views on issues of diversity. Two to three facilitators are assigned to serve as facilitators in each college in addition to facilitating the Diversity Workshops as a part of Orientation Week. They serve as affiliates and live on campus and have become a valued resource for most of the colleges and their advising teams. The workshops focus on encouraging students to speak up against prejudice and some of the thoughtless things we all tend to say, with an eye towards maintaining relationships and our much-valued sense of community. Some of the facilitators will take on an additional role beginning in the fall and serve as diversity coordinator to each residential college. In that role, they will be paired with one of the college RA’s and will be charged with not only serving as a valuable resource, but monitoring college events and working with the RA to provide at least one diversity program a semester in that college. The RA’s will be paired and trained by the OMA Director.

- **Diversity Council:** The Diversity Council and OMA Advisory Board is a collective of the President’s of fourteen (14) undergraduate cultural student organizations. The council meets monthly to troubleshoot, coordinate activities and advise the Office of Multicultural Affairs. On occasion, the council is used as a sounding board for other organizations or faculty, since it is an efficient way of polling and/or involving the different cultural clubs at one time.
Title IX: I volunteered to serve as the Dean of Undergraduates representative to the committee charged with examining and addressing the University’s compliance in regards to gender equity in athletics. After a number of monthly meetings, work continues to be done in this regard as we identify potential areas of improvement and discuss the best ways to go about maintaining compliance.

Working Group
The Multicultural Undergraduate Life working group will need to be reformed this fall with new members, as some have departed the University and others have proven to be less than invested. We will be working closely with the Associate Provost to not only redefine the goals for the coming year, but to select a new working group.
MULTICULTURAL GRADUATE STUDIES AND LIFE
Working Group Chair: Theresa Chatman, Director of Graduate Recruitment and Retention Programs

Goals

- Facilitate an orientation and reception for incoming graduate students from underrepresented groups in higher education.
- Collaborate with deans and directors of graduate studies in recruitment and retention activities.
- Sponsor career development workshops.

Activities and Accomplishments

The Multicultural Graduate Studies and Life Working Group held several functions to help Rice's minority graduate students acclimate to Rice and make friends with each other, regardless of their disciplines. One of our goals was to reach the students early in the semester to ensure that they knew there were people here who wanted to make sure that they felt welcome and was interested early on in their success.

For example, on September 8, 2012, the Office of Diversity and Inclusion partnered with the Black Graduate Student Association to hold a session for undergraduates and first-year graduate students on how to apply to graduate school, obtain funding, and succeed your first year. In order to leverage efforts, the two groups partnered with Rice's undergraduate groups, the Black Student Association (BSA) and (Hispanic Association for Cultural Enrichment at Rice (HACER). First and second year graduate students were particularly encouraged to attend this session to get valuable information on the things that would be expected of them early on at Rice. Panelists included current Rice doctoral students, Dr. James McLurkin of Rice's Computer Science Department, Theresa Chatman of the Office of Diversity and Inclusion, graduate students from medical schools within the Texas Medical Center, and a graduate student representative from Rice's Jones Business School.

When the "how to apply to graduate school and succeed your first year" panel concluded, Rice's doctoral students participated in another session which was structured to help them get oriented with Rice. At this point, senior minority doctoral students were assigned younger students to serve as mentors for them. Senior students were briefed by Ms. Chatman to ensure they understood their role as a mentor and the things that should be covered in their one-on-one meeting with their mentees.

Prior to their orientation meeting, pre-surveys were administered to the younger students. Some of the topics covered on the pre-surveys follow: do you know where to get food and coffee on campus, have you talked with your advisor to discuss their expectations while at Rice, do know the location of Rice’s health center, are you familiar with Rice’s shuttle system and its routes, including the errands to local retail shopping and grocery stores, to name a few.

After the talks, a reception was held to give the students a chance to meet with their student mentors, as well as to meet other students in their cohort who were not necessarily in their
home departments. Upon conclusion of the orientation/reception, the first and second year students received a post survey to make sure all of the questions had been answered.

As another effort to bring the minority doctoral students together later on in the semester, a US presidential election watch party was held at the Hudson Lounge at 2506 Robinhood so the students could meet together to watch the democratic process unfold. It is critical that these students have an opportunity to socialize outside the classroom to discuss topics of interest. Some of Houston's business leaders, community activists and entertainers were also invited to the function, which was anchored by Willie D, Houston’s hip-hop icon. Not only did this afford the students another opportunity to bond and network with each other, but also they were also able to meet leaders who held various positions within the Houston community.

The Multicultural and Graduate Studies and Life Working Group partnered with the Office of Graduate and Studies Postdoctoral (GPS) to encourage the students to take advantage of the career development workshops that are sponsored by GPS. Notices are sent on a regular basis to the minority graduate student population as a reminder of the offerings held by GPS. Some of these offerings included how to apply for fellowships, teaching, and sessions on how to sharpen both their oral and written presentation skills.
FACULTY RECRUITMENT AND DEVELOPMENT
Working Group Chair: Dr. Louma Ghandour, Director, Office of Faculty Development

Goals

• Continue training sessions for search committee chairs and members.
• Continue to host an annual workshop for under-represented postdoctoral scholars and late stage PhD students (Future Faculty Workshop).
• Partner with Northeastern University to update, upgrade and expand Rice’s National Database of Under-Represented Postdoctoral Scholars and Late Stage PhD students (Future Faculty Database).
• Host lunch discussions for under-represented Rice faculty.

Activities and Accomplishments

During the 2012-13 academic year, the Office of Faculty Development (OFD) institutionalized programs from the NSF ADVANCE initiatives. All four goals and activities were met.

Search Committee Training
The Provost's office now requires all members of a faculty search committee to attend search committee training. The OFD held 8 training sessions to accommodate the 20 active searches. Ninety faculty members attended these sessions.

Search committee training focused on implicit bias in the selection process. Specifically, participants heard current research on implicit bias, including studies relevant to the academic job search process. The OFD will evaluate the training once all searches have concluded at the end of the semester. Anecdotally, the OFD has received positive feedback on the effect of the structured interview process. One search committee chair shared that they are applying the principles from this training in the selection of graduate students as well.

Future Faculty Workshop
The OFD organized a two-day workshop in September 2012 for under-represented minority postdoctoral scholars and late-stage Ph.D. students to help prepare them for the academic job search process. Rice departments in the Natural Sciences, Engineering, and Psychology hosted or sponsored 37 workshop participants.

Future Faculty Database
All applicants to the Future Faculty Workshop are given the option to be included in the Future Faculty Database, a joint effort between Rice University and Northeastern University. This database also serves as resource for universities conducting academic job searches. The FFDB provides an easy source that is open to searches by faculty search committee members to proactively recruit for open faculty positions.

Under-represented Faculty Discussions
The OFD organized 10 lunch discussions for women faculty at Rice. These lunch sessions began as discussions for women in the Natural Sciences and Engineering. They have been expanded to include all women faculty at Rice. Each month, a speaker or discussion topic is selected. Approximately 8-18 women participated in each discussion. Speakers included
Caroline Levander, Vice Provost for Interdisciplinary Initiatives, Vicki Colvin, Vice Provost for Research, and Mary Cronin, Associate Vice President for Human Resources.
INTERNATIONAL STUDENTS AND SCHOLARS
Working Group Chair: Dr. Adria Baker, Associate Vice Provost for International Education; Executive Director, Office of International Students and Scholars

Goals

• Continue to develop the goals of the iDEAL program, to enhance the undergraduate international populations’ educational experience at Rice.
• Seek to enhance international education standards at Rice that affect the inviting of international students (grads, undergrads, and exchanges) at Rice.
• Encourage integration of Rice’s international population with Centennial commemorations, as much as possible.

Activities and Accomplishments:

• Continued following-up on iDEAL program plan, so as to address the campus culture evolution, due to the last seven years of increased international undergraduate students. We did a complete evaluation of the programs that have been developed, as a result of Rice’s internationalization efforts. Some support and liaison programs are being adjusted. One part of iDEAL includes a Town Hall with Dean Hutchinson (http://oiss.rice.edu/uploadedFiles/newsletter%20spring%202013.final.pdf – Page 7).

The undergraduate iPREP (International Program for Regulatory and Education Preparation – prior to O-Week) for undergraduate, exchange and visiting undergraduate students is undergoing a complete change. It is an experiment to host it off-campus in a hotel near IAH. Will report to CODI in September 2013.

• Created several working groups to standardize and increase quality control of policies and processes dealing with Rice’s internationalization efforts. Have expanded compliance efforts for regulatory issues related to internationals on nonimmigrant visas, and conducted trainings for Rice academic departments. Have instituted a webinar series for recruitment and best practices for internationals.

• Rice internationals were very involved, and encouraged to help in their departments, in the Centennial celebrations. The OISS: 1) hosted a reception for international alumni, 2) collected 100+ books for the children’s international book collection, 3) made “Happy Birthday, Rice!” poster of cards made up of flags, signed by Rice internationals, 4) had special entries to our VIP (Valuable International Perspectives) program, and 5) supported and helped with the Asian American Celebration (http://oiss.rice.edu/uploadedFiles/Docs/Newsletter.final.fall.2012.pdf - page 15).

More details about international students’ and scholars’ involvement in the Centennial may be found at:

a) http://oiss.rice.edu/uploadedFiles/Docs/Newsletter.final.fall.2012.pdf - page 4, and

GENDER AND SEXUALITY
Working Group Chair: Dr. Rosemary Hennessy, Professor of English; Director, Center for Women, Gender and Sexuality

Goals

• Build on research connections with the Kinder Institute, specifically its Race Scholars at Rice program
• Develop continuing support and professional development for faculty and graduate students on teaching race and gender
• Develop links among CSWGS, the Women’s Resource Center, and other student groups
• Continue to strengthen connections to off-campus organizations.

Activities and accomplishments

Race Scholars at Rice/Kinder Institute Alliances on Teaching Race
Several students in the CSWGS Graduate Certificate Program participated in the fall Race Scholars at Rice work in progress series.

Along with Race Scholars at Rice and several departments, CSWGS co-sponsored the talk on February 8 by the African American literature scholar Barbara Foley: “Wrestling with the Left: The Making of Ralph Ellison’s Invisible Man.

CSWGS provided support funding and faculty affiliates and graduate students attended the all-day symposium “Having the Conversation: Teaching Race in the Undergraduate Classroom” sponsored by the Program on Race, Ethnicity and Culture of the Kinder Institute April 5 with speaker Sam Richards, Sociology, Pennsylvania State University. This event was quite inspiring and I will be working with Jen Bratter to continue providing a workshop-type forum for graduate students and faculty for addressing the challenge of teaching race more effectively.

A CSWGS Seminar for faculty and graduate students on May 8 devoted half of the day to a reading by bell hooks and a series of questions that targeted the topic of teaching race. Twenty-three students and faculty attended.

The CSWGS Director was involved in a series of meetings with the Rice Women Leaders Group, an initiative of women on the Board of Trustees.

Developing Links with Student Groups
CSWGS has committed to strengthening ties between our center and the Women’s Resource Center. To that end this year Lora Wildenthal has served as faculty liaison to the WRC. She met with them several times.

Lora also taught SWGS 101: Introduction to the Study of Women, Gender, and Sexuality. As a component of the course students had to conduct oral histories with faculty and staff, alumni, and other older members of the Rice community. Many of the interviews focused on the ways race and gender shaped people’s experiences of the campus. The interviews made quite valuable and often eye-opening discussion material for the class.
CSWGS continues to maintain close ties with Queers and Allies (Q&A). We advertise their events and this year we co-sponsored with them a lecture on Gay Marriage by John Corvino, the Q&A event “Everyone is Gay,” and they co-sponsored with us a talk by Angella Nazarian.

**Continued community outreach:**
Two additional invited lecturers in the fall that drew large audiences from the Houston community were:

- In October: Laura Carlsen, Director of the Americas Research Institute in Mexico City, lectured on "The Human Costs of Mexico's Drug War: Health Effects on Women, Migrants and Youth."
- In February the legendary Bylye Avery, founder of The National Black Women's Health Imperative, spoke on "The State of Women's Health Today: An Unfinished Agenda."

Our alliances with community organizations working to collect and archive lesbian and gay history continue to grow as a founding member of the Houston Arch consortium. As ARCH members we also collaborate with the Houston Pride Festival's history tent.

One of our main events this semester was a Gray-Wawro Lecture by Katrina Karkasis in April that enabled us to form closer ties with the Intersex community in Houston. CSWGS faculty and staff also attended the Transgender Unity banquet.

CSWGS is developing stronger ties to organizations serving low wageworkers, many of them undocumented migrants from Mexico and Central America. On April 9 CSWGS sponsored a community forum on Wage Theft with the Fe y Justicia Worker Center.

We also are developing new ties with Texas Southern law students.
ALUMNI AFFAIRS
Working Group Chair: Dr. Carrie Brown, Director of Alumni Affairs

Goals

• Create Young Alumni Ambassadors for alumni affinity groups (ARUBA, GALA, RUCAA, SOLAR) (the chair of the Young Alumni is on board with this goal).
• Identify and recruit alumni to participate in ALMA weekend programs.
• Work with Institutional Research and Institutional Effectiveness in creating metrics to measure engagement of traditionally under-represented alumni.

Activities and Accomplishments

Goal 1
The Young Alumni Ambassador program has made great headway this past academic year. Young alumni have ambassadors in nine cities – New York, Boston, DC, Chicago, Houston, Dallas, Austin, LA and San Francisco – each of whom help connect regional young alumni to fellow alums of all years and to Rice University through programs such as the Perks (currently in Houston, Dallas and Austin), New Alumni Welcome Parties, summer softball leagues, partnerships with the Annual Fund, happy hours and more. As the development of the program is still in progress, young alumni representatives for specific affinity groups such as Association of Rice University Black Alumni (ARUBA), Gay and Lesbian Alumni (GALA), Rice University Community of Asian Alumni (RUCAA), Society of Latino Alumni of Rice (SOLAR), etc. have not yet been identified, but the overall make-up of the Young Alumni Ambassador program is as welcoming and reflective of diversity as is the campus as a whole. We are working to have ambassadors in place within each alumni group by January 2014, as the next round of Young Alumni Ambassadors submit self-nominated applications.

We have partnered with many affinity groups to promote young alumni and student involvement. For example, at the ARA’s New Alumni Picnic on May 8, 2013, for graduating seniors, representatives from affinity groups such as GALA, RUCAA, SOLAR, and ARUBA were present to help our newest alumni learn more about group activities and even join. On May 10, 2013, ARUBA hosted a reception to welcome graduates as new alumni; with more than 200 in attendance we hope to make this an annual event. We continue to seek ways to promote affinity groups for our diverse student and alumni population.

Goal 2
We have worked closely with both ARUBA and SOLAR to revitalize their organizations and increase engagement among alumni and parents associated with each group. A few alumni from these groups have supported the undergraduate initiative ALMA (African-Americans and Latinos Merging for Action). We are working with them to identify ways that will help increase programming, and strengthen their visibility both on campus and in the community. Successful events and programs include new alumni welcome receptions, homecoming and centennial events, and documentary films (a collaboration with Public Affairs), which highlight alumni achievements and their experiences at Rice. The ARUBA film, "Young, Gifted & Black" has been shown on PBS and is now on sale at the Rice Bookstore.

Goal 3
We are working with Institutional Effectiveness to determine the wisdom of sending out an engagement survey to our alumni this fall, which will help us better understand how
effectively we are engaging under-represented alumni groups. We are also working with the Development Research Analysis team to better code and manage data, particularly for minority alumni.

The ARA has many affinity groups geared specifically toward diverse alumni, though all groups are inclusive and reflect the diverse nature of our alumni body. Specific groups include:

Association of Rice University Black Alumni (ARUBA)
Gay and Lesbian Alumni (GALA)
Rice International Student Alumni Group
Rice University Community of Asian Alumni (RUCAA)
Rice University Muslim Alumni (RUMA)
Society of Rice Indigenous Alumni (SRIA)
Society of Latino Alumni of Rice (SOLAR)
FACULTY RESEARCH, CENTERS, INSTITUTES, AND PROGRAMS
Working Group Chair: Dr. Jenifer Bratter, Associate Professor of Sociology; Director of Race Scholars at Rice

Goals

• Expand Faculty Research Capabilities through expanding access to restricted data: There is a center at Texas A&M University that provides this and Sociology Department is in conversation with the Dean of Social Sciences on getting Rice to have access.

• Connecting Faculty Research to the Centers of Research on Campus (specifically Kinder). One of our goals this summer is to connect Race Scholars at Rice to the Kinder Institute more closely by developing a research project that would draw on their efforts to connect with the Community.

• Offer guidance and mentoring to scholars at various levels on teaching race/ethnicity related courses. Specially, Race Scholars at Rice host a symposium on Teaching Race in the undergraduate classroom, which aims to identify the challenges in having a conversation about race/ethnicity in today’s undergraduate classrooms, provide scholars specific tools to moderate this conversation with students of a variety of backgrounds. Finally, this symposium aims to explore how to train students to be civically minded and civically engaged.

Activities and Accomplishments

Expand Faculty Research Opportunities
Part of this has been done as part of director of the Race Scholars program of the Kinder Institute Urban Research (now titled the Program for the Study of Ethnicity, Race, and Culture). One of the goals was to expand Faculty Research capabilities. In service to this, I have had on-going conversations with Dr. Mark Fossett (and am now working on a proposal to use this center) on including Rice University as a member of consortium of Texas universities that have access to a new research data center, the only one of its kind in the Southwest. Through work with the Kinder Institute, we were happy to bring Dr. Fossett to Rice to make a presentation to faculty at Rice to generate interest in using the Center. Currently, the consortium is in place, thanks to the support of the Dean of Social Sciences, and the efforts of other faculty here at Rice. My goal in the coming year will be to help expand the usage of this center by working with Dr. Fossett to host more talks that would draw attention to these incredible resources.

Offering Guidance and Mentoring
One of the most prominent efforts made by Race Scholars was our teaching symposium, entitled, “Having the Talk: Teaching Race in the Undergraduate Classroom”. Over 70 faculty members, graduate students, undergraduates and other interested parties from the Houston Community, attended this all day symposium. Our main goals were to host a conversation about the challenges in teaching race in variety of academic contexts and provide participants with practical tools through the hosting of several breakout sessions. The event was a signature success and we were happy and fortunate to have the support of many campus partners including the CODI.

In addition, Race scholars hosted two sessions of the Junior Scholars colloquium where graduate students presented papers, received feedback from a discussant, and an audience.
EEO/AA/HUMAN RESOURCES
Working Group Co-Chairs: Russell Barnes, Director of EEO/Affirmative Action
Mary Cronin, Associate Vice President for Human Resources

Goals

• Complete Welcoming Diversity online training for staff, faculty and students.

Activities and accomplishments

Sexual Harassment Training and other Discrimination

• Administered online sexual harassment training to an increasing number of the Rice community. Last summer we were able to send invitations to the entire freshmen class resulting in a 100% participation rate for the freshman class. This effort marked the very first attempt to train incoming students about sexual harassment to prepare them for life at Rice.

• Trained 100% of all graduate students regarding sexual harassment. Graduate students must pass the training or they cannot register for classes or receive a stipend for the semester.

• Conducted sexual harassment training for approximately 2/3 of staff, a random but solid number of faculty members and a large and substantial number of undergraduate students. Next year we will plan to get 100% participation of the undergraduate student population and a larger number of staff and faculty. Provided sexual harassment training to 100% student athletes, faculty and staff in the Athletics Department.

• Sexual Harassment Posters: Designed and posted over 500 signs with instructions and steps a victim should follow should they experience sexual assault or harassment. Signs were framed and placed in both men's and women's lavatories exclusively in buildings located on the main campus.

Welcoming Diversity Online Training

Efforts to develop an online training were delayed midway through the beta testing by CODI members because the initial training session was thought to be too long. In addition, CODI agreed to delay moving forward until after the Sexual Harassment Training had been completed to meet governmental requirements.

Administrative Indicators

• Reviewed approximately 500 hiring proposals, including staff, post-docs and faculty, to ensure that departments meet OFCCP standards during the hiring process.

• Mailed approximately 300 letters sent to deans, chairs and hiring managers informing them of underutilized jobs. Underutilization is related to the percentage, within job groups, of people in protected groups that are located in a 3 county area. The same percentage, within job groups, represented in the local three-county area should be reflected in Rice's population. The key individuals creating the hiring proposals are informed by EEOP/AA about positions underrepresented at Rice near the beginning of the hiring process so they will have the information as they search for job candidates. In
a stepwise fashion, Human Resources sends EEOP/AA information about discrepancies and we in turn follow up by sending letters to decision makers about underutilized positions and the possible consequences to Rice should the OFCCP audit the university, find gross violations (with no efforts by Rice to correct the problem) and impose sanctions, e.g., probation.

Affirmative Action Plan
Worked with Human Resources and outside consultant to create the yearly Affirmative Action Plan for the U.S. Department of Labor, Office of Contract Compliance Programs (OFCCP). We collected data: aggregating, counting, correlating, categorizing, comparing, thousands of variables to produce the plan. This year, Rice University received an audit by the Department of Labor and after several months, our plan was approved by the (OFCCP).

Title IX Efforts
Worked with Campus-wide committee to balance the number of opportunities for women with that of men by adding an additional sport or expanding an existing sport for women. We are working to determine how much desire there is for a new sport on campus and from feeder areas near the university. We then try to project the number of possible future participants we might be able to attract, tabulate the existence of the sport at other universities, project the likelihood of Rice being able to, join or create a conference with other universities, examine the possibility for a new sport to be housed in existing facilities vs. building a new structure and project the possibility to have existing area high schools (feeder schools) that already sponsor the sport to then become a resource for which Rice University can recruit student athletes.
DISABILITY SUPPORT

Goals

- Improve accessibility of Rice University websites.
- Assist with accessible way-finding signage on campus.
- Disability awareness presentations around campus.

Activities and Accomplishments

- Completed final phase of accessible signage project around the campus. May have more signage in the future. This will be determined by staff, faculty and student feedback. This was achieved by collaborating with FE&P and the University Architect.

- Presented disability awareness training to students embarking on Alternative Spring Break (ASB), which involves Rice students interacting with young people with disabilities. In addition undertook a PowerPoint presentation to TA’s regarding disability issues with teaching students with disabilities.

- Collaborated with Daniel Williamson regarding accessibility of OpenStax College, which involved solving accessibility issues with online textbook being accessible for visually impaired students using screen readers. As a result, was invited to Connexions Conference held at Duncan Hall on the Rice campus and brought up accessibility issues to increase awareness.

- Assisted Fondren Library with accessibility issues concerning library quality survey, which was not originally accessible for persons who use screen readers. I provided an example of how the survey could be made to work with screen readers, with the help of a technical advisor I know through a professional organization I belong to.

- Updated Veteran, staff and faculty employment forms to make it easier to track those needing disability accommodations, which is an important part of diversity and inclusion. The forms had not previously been updated for 14 years. I collaborated with HR over this and those forms are part of the new hire orientation package.
MULTICULTURAL COMMUNITY RELATIONS  
Working Group Chair: David Medina, Director of Multicultural Community Relations

Goals

Organize three centennial events to celebrate the three ethnic alumni groups at Rice:

• ARUBA – September 14: Evening Premier of Black Alumni Video, Exhibit and Formal Reception
• RUCAA (September 15): Conference and a luncheon hosted by The Chao Center’s Houston Asian American Archive Project.
• SOLAR (September 12 –14): Round table series at Huff House.

Alumni will discuss the role of Hispanics today and in the future in different areas: Science, Education, Law, Arts, etc. September 15 (5 – 9 p.m.). Video, "Rice Latino list," will portray Latino Rice alumni that had made an impact in their field/community, which will include dinner and a keynote speaker at the Grand Hall.

Activities and Accomplishments

Multicultural Community Relations Working Group has organized and promoted about 90 events to date. Some of the major events include the Multicultural Centennial Weekend, the Mediterranean Film Festival, Asian Film Festival America’s Table Thanksgiving Breakfast, Young Women Energized, Miss Representation, writing workshops, college information sessions, community dialogue luncheons, Latino Museum Town Hall meeting, and O Week receptions.

The MCR events have impacted several thousand people, many from Rice but many more from the varied communities of Houston. With the Rice At Large quarterly newsletter, which has a circulation of about 2,500 per issue, MCR keeps the local communities informed of Rice’s engagement with the city. We have also worked with a variety of ethnic media outlets, such as Univision, The Defender and La Voz to get the word about Rice. We helped the Kinder Institute with several projects, including the Connecting Communities Initiative, which is comprised of 60 community leaders that meet once a month to discuss how to build a successful, inclusive, united multiethnic society. MCR activities are a perfect example of how the Office of Public Affairs supports one of the goals of the V2C mission: to fully engage with the City of Houston.

The Multicultural Centennial Weekend was a smashing success. MCR helped raised more than $100,000 to host events for the Association of Rice University Black Alumni (ARUBA), Rice University Community of Asian Alumni (RUCAA) and the Society of Latino Alumni of Rice (SOLAR.) More than 900 alumni attended the Multicultural Centennial events, which featured two videos, a screening at the media center, a reception, a gala, a luncheon, a breakfast, a Hispanic alumni college, an alumni gospel choir and panel discussions. Speakers included TV anchor Melanie Lawson, President Leebron, Ping Sun, Anne Chao, Richard Tapia, Sofia Adrogue, Marinda Wu, national president of the American Chemical Society and George P. Bush. The video Young, Gifted and Black: Reflections from Black Alumni at Rice was so successful that it aired on the local PBS channel Feb. 5. MCR also helped raise additional funds through ARUBA to produce DVD’s to sell. The proceeds were used to support ARUBA events.
As a result of the Multicultural Centennial Weekend, all three alumni groups re-engaged with Rice: ARUBA and RUCAA elected a new board and SOLAR is working on doing the same. One alumnus donated $200,000 to Rice after he saw Rice’s commitment to the African-American community. RUCAA is planning to create a video and is working to include more Southeast Asians.

Multicultural Community Relations is in its 11th year of hosting quarterly luncheons that serve as a forum for community leaders to discuss social issues that affect all sectors of society. Each luncheon focuses on a timely topic and is attended by a different set of members, usually about 30 people, who represent the different ethnicities of Houston. This semester, Assistant Professor of Philosophy Gwen Bradford each gave an insightful and engaging talk about “The Ethics of Performance Enhancing Drugs in Sports.” Also, MCR hosts an annual luncheon in conjunction with the Houston Association of Hispanic Media Professionals in which the general managers of all the media outlets in Houston are invited to listen to a Rice professor lecture on a particular social issue. Rice Sociologist Ruth Lopez Turley gave a presentation on “Hispanic-White Achievement Gaps in Houston and the Nation.” The talk was so well received as it generated a series of questions and a lively discussion by the more than 30 people in attendance.

MCR hosted its fifth annual Asian Film Festival at the Rice Media Center, with films from Vietnam, Japan and Thailand, and a reception with Japanese food. As a service to the university, MCR helps other departments across campus with their event planning. We do everything from reserving the venue to providing an invitation list and promoting the event. MCR supported three successful events: an author luncheon with the Rice Design Alliance; a conference focusing on affirmative action in Brazil hosted by the School of Humanities; and a conference on how to teach race in a classroom hosted by the Race Scholars program of the Kinder Institute.
MELLON MAYS UNDERGRADUATE FELLOWSHIP PROGRAM
Coordinators:  Dr. Roland B. Smith, Jr., Associate Provost
           Dr. Caroline Quenemoen, Director of Scholarships and Fellowships
           Dr. José Aranda, Associate Professor on English

Goals

• Reduce, over time, the serious underrepresentation on faculties of individuals from minority groups, as well as to address the consequences of these racial disparities for the educational system itself and for the larger society that it serves.

• Increase the number of students from underrepresented minority groups who pursue PhDs and by supporting the pursuit of PhDs by students who may not come from underrepresented minority groups but have demonstrated a commitment to the goals of MMUF.

• Encourage fellows to enter PhD programs that prepare students for professorial careers; it is not intended to support students who intend to go to medical school, law school, or other professional schools.

Activities and Accomplishments

One of forty-two selective colleges and universities funded by the Andrew W. Mellon foundation, the Rice University Mellon Mays Undergraduate Fellowship Program has celebrated its 20th anniversary. In addition to the ever-increasing support for MMUF among Rice faculty, Fellows (5 to 7 are selected each year at the end of their sophomore year) have continued to make notable contributions across the campus through their research and other campus-related activities. Once they have graduated, we make every effort to keep in touch, or reconnect, with alumni Fellows. As a consequence, we tend to know those who are nearing the completion of their Ph.D. studies as well as those who are completing masters or professional degrees.

Highlights and Accomplishments

• As of October 15, 2012, our records indicate that in 2012-2013 two new MMUF alumni have completed the Ph.D., bringing the Rice total to nineteen, including one Associate Fellow. Another fifteen are current enrolled in graduate programs across the country.

• The mean GPA for current fellows is 3.77, which represents a five percent increase over last year. The two fellows who experienced a slight decrease had GPS’s of 4.00 and 4.12 respectively.

• Dr. Caroline K. Quenemoen, Director of Fellowships and Undergraduate Research, was named a co-coordinator to replace Dr. McDowelle, who left Rice for a position at another university.

• Rice Fellows participated in the 2012 MMUF January Program in at the University of Cape Town, South Africa, which included Fellows from institutions in the US and South Africa preparing for Ph.D. study. Dr. Smith accompanied five students and
served as cluster facilitator. Dr. Smith was invited to conduct a session titled “Teaching as Mentoring, Mentoring as Teaching.” Rice was unable to participate in the 2013 program (January 2-12) because our spring semester started on January 7, making it imprudent for our Fellows to miss the full first week of classes.

- MMUF Southern Regional Conference: On November 16-17, 2012, Rice hosted the annual conference. About 80 students and advisors from Rice, Emory, Duke and 12 schools from the United Negro College Fund attended the. The conference included panels of MMUF alumni and graduate school recruiters from Rice, UC Berkeley, University of Chicago, Duke, Emory, and Princeton. Forty-four students presented their research. The highlights of the conference, however, were the alumni panel discussion and the dinner keynote speaker, Dr. Fay Yarbrough Rice ’97, associate professor of history at the University of Oklahoma.

- Rice MMUF alumna, Dr. Fay Yarbrough accepted an offer to join the Rice Department of History in the fall of 2013 as an associate professor, making her the first Mellon Mays Fellow to become a tenured faculty member at Rice.

- Annual Mellon Dinner: Each year we invited a Rice MMUF alumnus to be the keynote speaker for the dinner, which is a send-off ceremony for graduating fellows, a welcome to new fellows and a recognition of the mentors. The 2013 speaker was Dr. Kristin N. Dukes, who was born and raised in Greenville, Texas, completed her B.A. in Psychology from Rice University in 2005 and earned her M.A. and Ph.D. in Social Psychology from Tufts University in 2012. She was the third African American (second African American woman) to receive a PhD in Psychology from Tufts University in the history of the institution. Dr. Dukes is currently an Assistant Professor of Psychology at Simmons College in Boston, MA. She is the first African American to receive a full-time, tenure-track appointment in the department of Psychology at Simmons College. She is also director of the Simmons College Social Cognition Lab (SC2) Lab. SC2 Lab conducts research examining the social cognitive aspects of stereotyping, prejudice, and discrimination.

- Four Rice Fellows submitted articles to the MMUF Journal published at Harvard University. In the fall, we learned that all four were accepted, with one of them having two submissions accepted.

In addition to the highlights note above, Rice has continued to build on its MMUF successes through constant assessment of focused efforts on targeted recruitment, quality mentoring, superior research experiences, opportunities for study abroad and enrollment in graduate study. We have had a strong and committed team of coordinators and others, who have continued to work on maximizing contact with Fellows in various settings.

The Associate Fellows Program has continued to go well. Two Associate Fellows were promoted into MMUF as a result of their outstanding academic progress.
Summary

Going into the academic year, we anticipated that if each working group accomplished at least one significant goal, the combined efforts would contribute to further enriching the campus. Reporting these efforts in one document demonstrates a sense of connectedness and collaboration regarding a wide range of diversity and inclusion efforts not previously visible to the larger campus community.

It is important to note the success of programs and events not covered in the working group reports.

**VISION**: is an invitation-only program in which students who are academically talented and ethnically diverse explore the opportunities available at Rice. It gives participates a firsthand view of why students choose to attend Rice. While on campus, they stay in one of our 11 residential colleges, attend classes, meet professors, visit campus facilities, have dinner with Rice faculty and alumni and explore Houston. In February 2013, VISION attracted a record 245 students from across the country.

**African Americans and Latinos Merging for Action (ALMA)**: An alliance between the BSA and HACER, ALMA meets twice each semester in a working conference format to address issues that are important to African Americans and Latinos. The 2012-13 theme focused on health disparities in the two communities. Their guest speaker was Dr. Lovell Jones, Director of the Dorothy I. Height Center for Health Equity & Evaluation Research at UH/UTMDACC.

**Young Owls**: The Young Owls Leadership Program (YOLP) is a student-created and student-run outreach initiative for high school students from the Houston area. Established in June 2012, it was an outstanding success! Fifty-four rising juniors and seniors came to Rice from various area high schools including: Wheatley, Davis, Yates, Reagan, Sam Houston, Waltrip, Alief Early College, and various area YES Prep campuses. In addition, YOLP collaborated with the renowned Knowledge Is Power Program (KIPP) and Houston Leaders for Tomorrow (HLT) to further broaden its reach. YOLP focuses on preparing students from underserved communities in the Houston area, especially first-generation college attendees, for college. YOLP is being continued in the summer of 2013.

**Empowering Leadership Alliance (ELA)**: Its mission is to establish and sustain a diverse community of Rice students in science and engineering, and support them, as they become leaders in their respective academic field. ELA is a local chapter of an NSF-funded national program, Empowering Leadership Alliance. The local ELA program at Rice is supported by Dr. Richard Tapia; Director of the Richard Tapia Center for Excellence and Equity. During the past year 91 students participated in this mentoring program, with 42 faculty pairings. Twenty-four of the faculty pairings were new.

**Leadership Lecture Series**: The Center for Engaged Research and Collaborative learning (CERCL), under the direction of Dr. Anthony Pinn, sponsors a series of lectures that promote and advance creative models and practices of leadership that
benefit new generations of leaders. The following lectures were held on campus and were free and open to the larger Houston community:

• **Michael McPherson - Liberal Arts and Leadership in Higher Education - March 2013.** Michael McPherson, President of the Spenser Foundation discussed the current assault on liberal education by many university leaders, why it matters, and what can be done about it.

• **Dr. Bernadette J. Brooten - Overcoming the Legacy of Slavery: A Challenge for Religion - February 2013.** Co-Sponsored by the Religious Studies department. Bernadette J. Brooten, Kraft-Hiatt Professor of Christian Studies, of Women's and Gender Studies, of Classical Studies, and of Religious Studies at Brandeis University, is founder and director of the Brandeis Feminist Sexual Ethics Project. This project aims to create Jewish, Christian, and Muslim sexual ethics rooted in freedom, mutuality, meaningful consent, responsibility, and female (as well as male) pleasure, untainted by slave-holding values.

• **Terry B. Grier, Ed.D. - Developing New Leaders: The Future of Public Education - September 2012.** Terry Grier is currently superintendent of Houston Independent School District where his contract was recently extended through June 2016. During his time as superintendent, dropout rates have decreased to all-time lows while graduation rates have increased to an all-time high.

• **Prof. Dr. Jurgen Manemann - Culture and Politics - Reflections on the Necessity of Recognition and Ethics of Leadership in Today's Germany - September 2012.** Co-Sponsored by the Religious Studies Department and the Department of German Studies. Prof. Dr. Jurgen Manemann is Director of the Research Institute for Philosophy Hanover, Germany. Until 2009 he was professor of Christian belief, religion and cultural theory at the catholic-theological faculty of the University of Erfurt. He is a student of Johann Baptist Metz and one of the most prominent representatives of the "new" political theology.

To be clear, the activities, initiatives, and data outlined in this report only scratch the surface of the work being done as well as the work needing to be done. Moving forward, we must be driven by the data, both quantitative and qualitative. The Campus Climate Working Group is taking the lead in the ongoing collection of data that will guide planning and implementation of new initiatives and improving upon current programs and activities. We cannot shrink from unflattering data. Once areas of concern are identified, we must develop strategies to mitigate them, knowing that some issues will require a long-range plan of action. Other areas might be quickly addressed.

If Rice is to live a philosophy of inclusive excellence, diversity and inclusion cannot simply be the responsibility of one office or council, it must remain the obligation of the entire Rice community. GO OWLS!
### Appendix A

**Council on Diversity and Inclusion**  
**Membership**  
**2012-2013**

<table>
<thead>
<tr>
<th>Members</th>
<th>Council Role</th>
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<tbody>
<tr>
<td>Adria Baker</td>
<td>International Students and Scholars Working Group, Chair</td>
</tr>
<tr>
<td>Russell Barnes</td>
<td>EEO/HR/Working/Disability Support Group: Co-Chair</td>
</tr>
<tr>
<td>Jenifer Bratter</td>
<td>Faculty Research, Centers, Institutes and Programs Working Group: Chair</td>
</tr>
<tr>
<td>Theresa Chatman</td>
<td>Graduate Studies and Life Working Group: Chair</td>
</tr>
<tr>
<td>Catherine Clack</td>
<td>Multicultural Undergraduate Life Working Group: Chair</td>
</tr>
<tr>
<td>Kathy Collins</td>
<td>At-Large Member: Vice President for Finance</td>
</tr>
<tr>
<td>Mary Cronin</td>
<td>EEO/HR/Disability Support Working Group: Co-Chair</td>
</tr>
<tr>
<td>Carlos Garcia</td>
<td>General Counsel's Office</td>
</tr>
<tr>
<td>Terence Gee</td>
<td>Alumni Representative</td>
</tr>
<tr>
<td>Louma Ghandour</td>
<td>Faculty Recruitment and Development Working Group: Chair</td>
</tr>
<tr>
<td>Hrothgar</td>
<td>Student Association Delegate</td>
</tr>
<tr>
<td>Illya Hicks</td>
<td>Faculty Senate Delegate</td>
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<tr>
<td>Rosemary Hennessy</td>
<td>Gender and Sexuality Working Group: Chair</td>
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<tr>
<td>John Hutchinson</td>
<td>At-Large Member: Dean of Undergraduates</td>
</tr>
<tr>
<td>Salimah Khan</td>
<td>At-Large Member: Counseling Center</td>
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<tr>
<td>Kevin Kirby</td>
<td>At-large Member: Vice President for Administration</td>
</tr>
<tr>
<td>David Medina</td>
<td>Multicultural Community Relations Working Group: Chair</td>
</tr>
<tr>
<td>Alan Russell</td>
<td>Disability Support Working Group: Co-Chair</td>
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<tr>
<td>Paula Sanders</td>
<td>At-Large Member: Vice Provost for Academic Affairs and Dean of Graduate and Postdoctoral Studies</td>
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<tr>
<td>Ratna Sarkar</td>
<td>Campus Climate Working Group: Chair</td>
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<tr>
<td>Ira Shrivastava</td>
<td>Student Association Delegate</td>
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<tr>
<td>Roland Smith</td>
<td>Chair</td>
</tr>
<tr>
<td>Sumedh Warudkar</td>
<td>Graduate Student Association Delegate</td>
</tr>
<tr>
<td>Carme Williams</td>
<td>At-Large Member: Director of Development</td>
</tr>
</tbody>
</table>

Office of Diversity and Inclusion staff

Gloria Bean, Department Administrator/Program Manager  
Theresa Chatman, Director of Graduate Recruitment and Retention Programs  
Ceola Curley, Program Coordinator  
Javier Aguirre, Student Assistant  
Selina Baeza-Loya, Student Assistant
Appendix B

Council on Diversity & Inclusion Working Group Network
Appendix C

Diversity-Related Institutional and Consortia Memberships

In an effort to keep Rice connected to consortia and associations in higher education that in some way address issues of diversity, the Office of Diversity and Inclusion paid institutional membership. The memberships, which are listed on the Diversity@Rice website, enable Rice students, faculty and staff to participate in conferences at reduced rates. Some offer opportunities to compete for scholarships, fellowships or internships for students, faculty and staff.

American Association of Blacks in Higher Education (AABHE)
http://blacksinhighered.site-ym.com

American Association of Hispanics in Higher Education (AAHHE)
http://aahhe.org

Hispanic Association of Colleges and Universities (HACU)
http://www.hacu.net/hacu/default.asp

Institute for the Recruitment of Teachers (IRT) Consortium
http://www.andover.edu/SummerSessionOutreach/IFROTachers/Pages/default.aspx

National Association of Diversity Officers in Higher Education (NADOHE)
http://www.nadohe.org

The National GEM Consortium
http://www.gemfellowship.org

Texas Association of Black Personnel in Higher Education (TABPHE)
http://www.tabphe.org

Texas Association of Chicanos in Higher Education (TACHE)
http://www.tache.org/Home.aspx

Texas Association of Diversity Officers in Higher Education (TADOHE)
http://www.tadohe.com