

UNLV STATUS REPORT TO THE CHANCELLOR

Dates

July 1-September 30, 2008

Office of the Vice President for Diversity and Inclusion

Major Events and Activities

CAMPUS-WIDE DIVERSITY PROGRAMMING PERSONNEL PLANNING RETREAT

On July 16th, 2008, twenty people from the UNLV campus (from Human Resources, Student Diversity Programs and Services, the Women's Center, the Center for Teaching and Learning, the Research Center on Social Justice, the Institute for Multicultural Education and Diversity Training, the center for Academic Enrichment and Outreach, the Minority Engineering Program, and the Office of the Vice President for Diversity and Inclusion), five people from other NSHE institutions, CCSD, and the local community (gaming and private non-profit entities), all with strategic roles and/or knowledge related to diversity, were invited to participate in a day long planning retreat to improve coordination of UNLV diversity activities for the 2008-2009 academic year. The retreat's planning efforts focused specifically on "identity month" programming and the diversity-related Institutional Development Grant initiatives, but also attended to the importance of relationship building between and among attendees in the effort to build efficacy for "diversity as a community responsibility" at UNLV and beyond. Particularly in the face of the budget crisis, an increased ability to collaborate, partnership build, and share resources was deemed crucial during this Retreat, so that diversity efforts could continue to move forward in a strategic fashion regardless of overarching fiscal and administrative challenges coming to bear on the University.

LATINA/LATINO HERITAGE MONTH KICK-OFF EVENT WITH DR. SONIA NIETO

On September 3rd, 2008, the Office of the Vice President for Diversity and Inclusion, in partnership with the UNLV Chapter of the National Association for Multicultural Education (NAME), the Institute for Multicultural Education and Diversity Training, the Research Center for Social Justice, the Clark County School District, the College of Southern Nevada, and Nevada State College, hosted University of Massachusetts, Amherst Professor Emerita, Dr. Sonia Nieto. Dr. Nieto spoke about the education of Latina/Latino students as well as teacher preparation, performance and persistence in especially high minority and low-income schools. In sum, 700 people attended her sessions. Plans are already under way to have Dr. Nieto return in October of 2009.

DIVERSITY GENIUS MINI-CONFERENCE

On September 15th and continuing through to September 18th, 2008, the Office of the Vice President for Diversity and Inclusion, in partnership with Hidden Beach Recordings, hosted the first annual, "Diversity Genius: How to Break Into the Biz" mini-conference at the Thomas & Mack Center on the UNLV campus. This extraordinary event brought over thirty extremely high profile behind-the-scenes professionals (agents, lawyers, representatives, etc.) in sports, entertainment, and more general business to the campus. All of these professional shared an inspirational story—how they persevered in spite of a lot of adversity—particularly appropriate for UNLV students given the working class to middle class backgrounds from which many come. These professionals also talent searched among outstanding UNLV student participants seeking to "break into the biz." Additional sponsors of the event included Nike/Jordan Brand, MGM MIRAGE, the Excalibur, The Signature at MGM GRAND, the Holiday Inn Express Hotel & Suites in Henderson, Sodexo, EVibe, De2 Design, Commissioner Lawrence Weekly's Office, Harrah's Entertainment, and the Las Vegas Sands Corporation. Over the four day conference, over a hundred people attended from on and off campus.

Capital Campaign Update

NONE NOTED

Campus Issues or Challenges

LACK OF ADEQUATE STAFFING & FUNDING TO ACCOMPLISH INSTITUTIONAL DIVERSITY AND INCLUSION GOALS

While the Office of the Vice President for Diversity and Inclusion made extraordinary strides in its first year and is continuing to do so as it enters its second year, it has been severely disadvantaged in its ability to accomplish much, much more due to a now persistent lack of adequate staffing and related funding. While budget challenges pervade the campus, through the strategic reorganization of several related units under the diversity and inclusion function, ample human and capital resources could be brought to bear on this office's efforts, enabling it to increase the effectiveness of these efforts, easily ten-fold.

Successes and Accomplishments

TRANSFER OF MR. JOSE LUIS MELENDREZ TO THE OFFICE OF THE VICE PRESIDENT FOR DIVERSITY AND INCLUSION

Mr. José Luis Melendrez was transferred from his role as Director of Student Diversity Programs and Services in Student Affairs and promoted to Assistant Vice President for Diversity and Inclusion. Mr. Melendrez comes to the Office of the Vice President for Diversity and Inclusion with a background in Social Work from the University of Michigan, Ann Arbor—a university known nationally for its work in and commitment to diversity and social justice. Mr. Melendrez is well known, respected, and highly regarded in the Las Vegas community, across a range of diversity stakeholder groups, as well as in business and industry and private non-profit arenas.

SUPPLIER DIVERSITY PROGRAM PROMOTION

UNLV's Purchasing Department has designated Mr. Rolando Mosqueda as its Purchasing Analyst responsible for Supplier Diversity. Accordingly, Mr. Mosqueda has established a Supplier Diversity section on the UNLV purchasing page: <http://purchasing.unlv.edu/supplierdiversity>. A unique feature of the Supplier Diversity site is a searchable database: <http://apps.facilities.unlv.edu/SmallApps/SupplierDiversity/> that allows site users to search UNLV approved vendors by: race (Minority-Owned Business (MBE)), gender (Woman-Owned Business (WBE)), disability (Business Owned by a Person with a Disability), and "green" (where attention to sustainability in business practice is prioritized). Response to UNLV's attention to Supplier Diversity from Las Vegas area minority business enterprises has been very enthusiastic. Working with Mr. Mosqueda and one or more individuals responsible for promoting environmental concern on campus, the Office of the Vice President for Diversity and Inclusion is developing promotional materials to raise awareness of the power of "buying diverse" to the campus community, especially with respect to the use of University Purchase Cards and Purchase Orders.

BIAS INCIDENT/HATE CRIMES POLICY DEVELOPMENT

Through the joint efforts of UNLV's Department of Police Services, Office of the Vice President for Diversity and Inclusion, Office of the General Counsel, and Office of the Vice President for Student Affairs, and in response to the request from the Cultural Diversity and Security Committee of the NSHE Board of Regents, UNLV has developed a comprehensive Bias Incident/Hate Crimes Policy and Procedure.

STEM DISCIPLINES' CLIMATE ASSESSMENT AND DIVERSITY TRAINING

Based on a comprehensive climate assessment of STEM-related colleges, a required (by the Provost) training intervention, concentrated on improving interpersonal interactions and sexual harassment prevention, was developed and has begun to be implemented. Coupled with additional Provost-level interventions to develop strong and ethical leadership at both the departmental and college level, the climate for women faculty and students is beginning to be addressed in the STEM disciplines. As the climate improves, representation will increase. An Equity Compliance and Education Council has been established to facilitate these demographic increases by increasing awareness of and attention to search and selection and admissions processes.

STUDENT DIVERSITY FUND

Through a generous *second* donation from Dr. Sterling Saddler, Associate Dean in the College of Education and Associate Professor of Educational Leadership, the UNLV Student Diversity Fund has been replenished in the Office of the Vice President for Diversity and Inclusion. The Student Diversity Fund supports undergraduate and graduate student scholarly activity as a pipeline initiative for recruiting students committed to issues of diversity to careers in academia, especially the professoriate. Preference in funding is given to requests that reflect broad-based collaborations.