

TADOHE

Texas Association of Diversity Officers in Higher Education

January 2022 Newsletter

A MESSAGE FROM THE CHAIR

Dr. Skyller Walkes, Ph.D.



Dear TADOHE Members and Friends,

As our current chapter President for the state of Texas, it is with tremendous enthusiasm that I welcome you to the Texas Association of Diversity Officers in Higher Education (TADOHE). As an organization, we aim to advance strategic collaboration, intentional partnerships, culturally responsive professional development opportunities, structured support, and of equal importance- a learning community with shared goals and affirming energy in support of the very critical work that we do. Simply, we aim to provide a space and platform that inspires activation around radical belonging.

Our efforts to underscore the spirit and implementation of best practices related to diversity, equity, accessibility, inclusion, and anti-racism, are all threaded by an overarching theme of justice and the promotion of radical belonging for all. Though these principles have come under recent scrutiny by some, we remain committed and unshakable in our dedication to promote the intentionally inclusive, equitable experiences of all individuals on our campuses, in our communities, and beyond. Students, faculty, and staff are each deserving of our attention through targeted programming, scaffolded initiatives, and outreach that centers their unique needs.

Furthermore, we recognize that our institutions don't exist independently of our extended communities. In many ways, our communities are and have been a life source for our institutions, whether or not historically recognized as such. Therefore, one of the goals of my leadership is to diminish the historic "town and gown" dynamic that exists between so many institutions and the communities in which they occupy space. Part of our intentional outreach will include honoring those communities, their resources, and community members in tangible ways. Corporate partnerships are another way to advance this goal. By engaging corporate partners through both membership and sponsorship opportunities, we will be able to create pipelines of support in our local communities across Texas.

TADOHE

Texas Association of Diversity Officers in Higher Education

As we continue to fortify our mission, TADOHE will augment our relationships with minority-serving institutions, most specifically historically Black colleges or universities (HBCUs), across the state of Texas. The historical and continually felt significant impact of HBCUs among Black/African American-identifying professionals is undeniable. Through our recently launched TADOHE HBCU Consortium, we hope to better support each of our HBCU TADOHE institutional members by providing them with a clearly defined space in the diversity, accessibility, equity, inclusion conversation that addresses the interests and needs of our HBCU students, faculty, and staff. We reject colonial paradigms that fail to see HBCUs and Hispanic serving institutions (HSIs) as assets. Far too often, HBCUs have been left out of the DEAI conversations in post-secondary institutional spaces because of limited ideas of what and who should be the focus of diversity initiatives. TADOHE understands that not only should our minority-serving institutions be included but highlighted, as we can learn from our colleagues and the inimitable communal magic that they create in their learning communities.

Inclusive excellence is a charge assumed by TADOHE under the auspices of our umbrella organization, the National Association of Diversity Officers in Higher Education (NADOHE). It is a charge to which we are both organizationally committed and accountable. With that, I am both honored and excited to continue our past work, while creating new opportunities through a vision that responds to the needs of this moment with a sense of purpose and urgency. Thank you for entrusting me with leading this very important charge.

Humbly Yours in Service,

Skyller Walkes, Ph.D.

President, Texas Association of Diversity Officers in Higher Education

Assistant Dean of Diversity, Equity, Accessibility, and Inclusion |

Assistant Professor of Instruction, University of Texas at Austin College of Pharmacy

2021-2023 TADOHE Executive Board

President- Skyller Walkes, Ph.D.

***Assistant Dean of Diversity and Inclusion/Assistant Professor of Instruction
The University of Texas at Austin, College of Pharmacy***

Executive Vice President: Robert Garcia M.Ed.

***Assistant Director, Institutional Inclusive Excellence for Student Initiatives
Texas State University***

Executive Assistant: Aliya Beavers, Ph.D.

***Director, Office of Student Diversity, Equity and Inclusion
University of Houston – Clear Lake***

Vice President of Communications: Kendra Wesson, M.Ed.

***Assistant Director/Deputy Title IX Coordinator, Office of Equal Opportunity & Title IX
Texas State University***

Vice President of Corporate Relations: Sherri Benn, Ph.D.

***Vice President-The Division of Diversity, Equity and Inclusion
Tarleton State University***

Vice President of Finance: Sofia Chapman, Ph.D.

***Associate Dean for Student Life and Director of Diversity, Chair, President's Gender Equity
Council
Texas Tech University School of Law***

Vice President of Membership: Stella Silva, Ph.D.

***Assistant Vice President for Inclusive Excellence – Faculty and Staff Initiatives
Interim Chief Diversity Officer
Texas State University***

Vice President of Student Development: Karina Ogunlana, M.Ed.

***Residence Director, Department of Housing and Residential Life
Texas State University***



Love in the Time of Covid

TADOHE would like to thank all who attended the Fall 2021 Summit and a special thank you to the presenters for all their hard work and effort!

TADOHE

TEXAS ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION



9:00 - 9:15 AM

Dr. Sherri Benn, Outgoing TADOHE Executive Chair/President
Welcome and Introduction of incoming TADOHE Executive Board



9:15 - 9:45 AM

Mitchell Ward and Pamela Wills-Ward



9:45 - 10:00 AM

Dr. Skyler Walkes, Incoming TADOHE President
Occasion and Vision



10:00 - 10:55 AM

Dr. Maurice Green, Founder of Black Doctoral Network
Affirming Affinity Support Communities



11:00 - 11:55 AM

Ms. Bianca Rodriguez, University of Texas Rio Grande Valley
Preparing Healthcare Professionals in Training with a Spirit of Cultural Humility



Emi Ruiz
Texas A&M University-Corpus Christi



Grace A. Akinyemi
University of Texas at Austin



Dionte McClendon
Huston Tillotson University



Moderator: Cassie Cathcart
Texas State University

12:00 - 12:30 PM TADOHE Ambassadors Panel
Impact of Effective Support from Universities, Staff, Faculty, and Communities and How It's Helped Them Persist



1:15 - 2:00 PM

Mr. Christopher Jones, Davis and Elkins College-Colorado
What's the Borg Got to Do with it: Higher Education and Assimilation Culture



2:00 - 3:00 PM

Mr. Gary Bledsoe, Texas NAACP President
Safeguarding Students' Right to Vote on Your campus and Addressing Student Loan Frustration from Students



3:00 - 3:45 PM

Dr. Andrea R. Roberts/Ms. Jennifer Blanks, Texas A&M University
Excavating Buried Histories: The Texas Freedom Colonies and How it Contributes to Diversity in Education



3:45 - 4:00 PM

Mr. Robert Garcia, Executive Vice President of TADOHE
Closing Remarks

TADOHE HIGHLIGHTS: GROWING OUR RANKS

We are excited to announce the following HBCU's that have recently become members of TADOHE!

Houston-Tillotson University

Jarvis Christian College

Paul Quinn

Prairie View A&M University

St. Philip's College

Texas College

Texas Southern University



TADOHE Institutional Members:

- Tarleton State University
- Texas State University
- Texas Tech University
- The University of Texas at Austin-College of Pharmacy
- University of Houston-Clear Lake

TADOHE HIGHLIGHTS: HBCU/HSI TOUR





ALAMO COLLEGES
ST. PHILIP'S COLLEGE

ST. PHILIP'S COLLEGE

One of the Alamo Colleges
G. J. Sutton Building
Renovated February 2014

BOARD OF TRUSTEES

James A. Rindfuss	Chairperson	Denver McClendon	Trustee
Marcelo S. Casillas	Vice Chairperson	Roberto Zarate	Trustee
Anna U. Bustamante	Secretary	Dr. Gene Sprague	Trustee
Dr. Yvonne Katz	Assistant Secretary	Gary Beitzel	Trustee
Joe V. Alderete, Jr.	Trustee		

Dr. Bruce H. Leslie	Chancellor
Dr. Adena Williams Loston	President, St. Philip's College

Parsons	Construction Program Manager
Kell Muñoz Architects, Inc.	Architect
Skanska USA Building, Inc.	Construction Manager

ST. PHILIP'S COLLEGE

Is Rich In History



BUILDING A VIBRANT, COHESIVE & SUSTAINABLE COMMUNITY THROUGH EDUCATION

POINT OF PRIDE IN THE COMMUNITY

"WALK IN YOUR PASSION"
- Dr. Adena Loston

FOUNDED IN 1899
AS AN EPISCOPAL COOKING AND SEWING SCHOOL

CULINARY EXCELLENCE

STRENGTH IN DIVERSITY

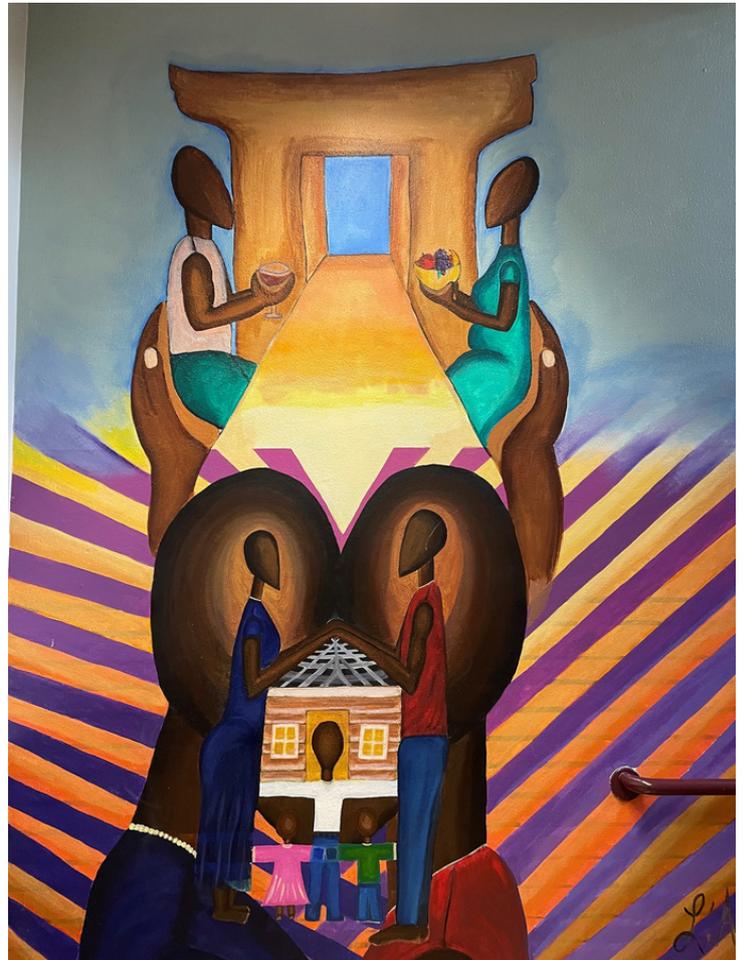
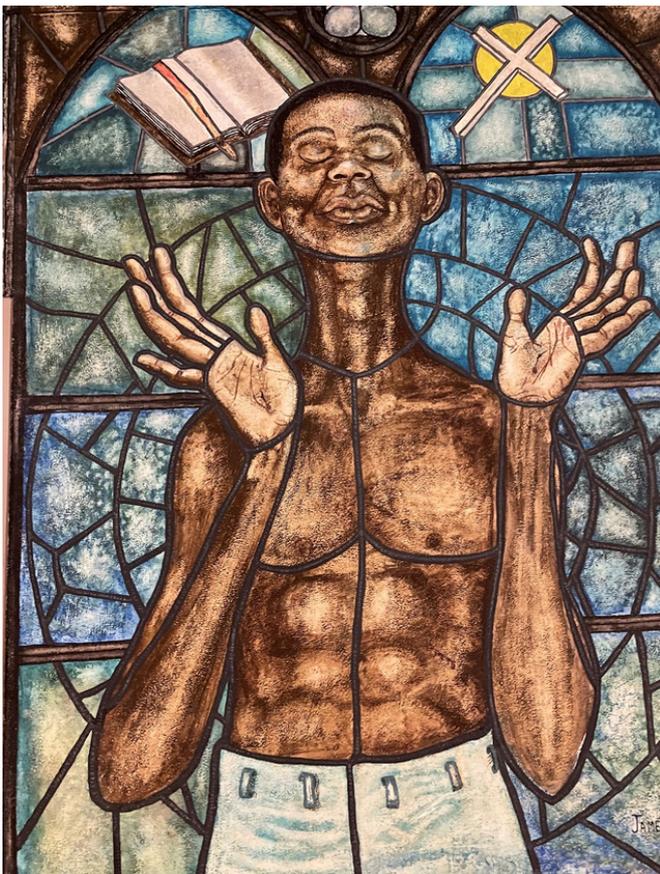
"LEARN TO DO SOMETHING AND DO IT WELL"
- Honorable Senator

OVER 1500 DEGREES AND CERTIFICATES AWARDED ANNUALLY

FEDERALLY DESIGNATED BOTH AS A HISTORICALLY BLACK COLLEGE & HISPANIC SERVING INSTITUTION

MURAL EST. 2014





TADOHE HIGHLIGHTS: TEACHING BLACK HISTORY TO WHITE PEOPLE

TEACHING
BLACK
HISTORY TO
WHITE
PEOPLE
LEONARD N. MOORE

Leonard Moore has been teaching Black history for twenty-five years, mostly to white people. Drawing on decades of experience in the classroom and on college campuses throughout the South, as well as on his own personal history, Moore illustrates how an understanding of Black history is necessary for everyone.

With *Teaching Black History to White People*, which is “part memoir, part Black history, part pedagogy, and part how-to guide,” Moore delivers an accessible and engaging primer on the Black experience in America. He poses provocative questions, such as “Why is the teaching of Black history so controversial?” and “What came first: slavery or racism?” These questions don’t have easy answers, and Moore insists that embracing discomfort is necessary for engaging in open and honest conversations about race. Moore includes a syllabus and other tools for actionable steps that white people can take to move beyond performative justice and toward racial reparations, healing, and reconciliation.

TADOHE HIGHLIGHTS: CHIEF DIVERSITY/INCLUSION OFFICERS NEED FOR CANDIDATES FOR RESEARCH STUDY

What Elements of the Chief Diversity/Inclusion Officer Role Can Improve Campus Climate for Black Students at Predominantly White Institutions?



Are you a Chief Diversity Officer or a Chief Inclusion Officer in higher education?

Are you also a member of the National Association of Diversity Officers in Higher Education (NADOHE)?

About the study

Purpose: The purpose of the doctoral student research at Northeastern University is to study if the appointment of a Chief Diversity/Inclusion Officer at a predominantly white institution (PWI) can improve the campus climate for Black students.

Any tools, frameworks or ideas that are adapted from this research by predominantly white institutions (PWI) and policy makers can directly benefit minority students at PWIs. Click here to learn more! Have questions? Contact Anelie Pierre at pierre.an@northeastern.edu.

Time commitment: approximately 2.5 - 3 hours.

Study procedure:

Respond to a 10 - minute demographic questionnaire.

Attend a virtual recorded interview not to exceed 90 minutes.

Attend a follow-up telephone call not to exceed 60 minutes to review and verify your statements and to collect any additional information/update you would like to share.

Risks: Your personal details will be confidential and you may quit the study at any time. Contact Dr. J.D. LaRock at jd.larock@northeastern.edu, the Principal Investigator with any questions.

**TADOHE HIGHLIGHTS:
TADOHE SUPPORTS UNITED NEGRO COLLEGE FUND
VIRTUAL WALK**

TADOHE raised \$1005!!!!



For 77 years, UNCF has strived to change the HBCU narrative across the nation by equipping more HBCU students with the resources necessary to transition into college, graduate and ultimately expand and diversify America’s highly educated workforce.

“As America builds back better, historically Black colleges and universities (HBCUs) have never been more important to the nation’s economic growth. HBCUs are major engines of Black social and economic mobility and the prosperity of state and local communities. Yet, they remain systemically underfunded,” said Dr. Michael L. Lomax, president and CEO, UNCF.

“Your support is needed more than ever, especially in light of the continuing pandemic—more talented, deserving students than ever have financial burdens which can prevent them from getting to and through college. I encourage you to invest in UNCF so together we can empower Black college students who will lead this nation and contribute to our economy.

“TEXAS STATE UNIVERSITY’S COMMUNICATION DESIGN PROGRAM IS EXCITED TO ANNOUNCE THE STATE OF BLACK DESIGN CONFERENCE, THIS YEARS THEME FAMILY REUNION”

The State of Black Design Family Reunion is A three-day hybrid conference. This event aims to provide networking, development, and career opportunities for young designers, focusing on student designers of color. The event will bring together aspiring designers with academic and industry professionals for networking opportunities, career development workshops, and important panel discussions with leaders in the field.

An added bonus is this event will be headlined by none other than Nikki Giovanni!!!



<https://www.txstate.edu/blackdesign/>

**#TXST #StateOfBlackDesign #nikkigiovanni
#jamesbaldwin
#georgeflyodmattered #georgefloyd #blm
#blacklivesmatter #blackhistory
#community #activist**

FAMILY REUNION



STATE OF BLACK DESIGN 2022

03.04.22 — 03.06.22

TADOHE Highlights: Job Announcements

Senior Diversity & Inclusion Coordinator, Austin, TX

Internal to UT: [https://www.myworkday.com/utaustin/d/inst/15\\$392530/9925\\$27023.html](https://www.myworkday.com/utaustin/d/inst/15$392530/9925$27023.html)

External to UT: https://utaustin.wd1.myworkdayjobs.com/UTstaff/job/UT-MAIN-CAMPUS/Senior-Diversity-and-Inclusion-Coordinator--College-of-Pharmacy_R_00016966-1

Experiential Education Program Coordinator, Austin, TX

Internal to UT: [https://www.myworkday.com/utaustin/d/inst/15\\$392530/9925\\$27015.html](https://www.myworkday.com/utaustin/d/inst/15$392530/9925$27015.html)

External to UT: https://utaustin.wd1.myworkdayjobs.com/UTstaff/job/UT-MAIN-CAMPUS/Experiential-Education-Program-Coordinator--College-of-Pharmacy_R_00016865

Director of Multicultural Student Services, Michigan State University

Full announcement, qualifications, and application instructions: <https://bit.ly/3tbtFW1>

<https://www.spelmanandjohnson.com/position/director-of-multicultural-student-services/>