

**I** UNDERSTANDING  
**N** DIVERSITY  
EQUITY  
**N** ACCESS  
OPPORTUNITY  
**C** MULTICULTURAL  
BELONGING  
SAFETY  
**L**  
**UVU**  
**S**  
**I** PLURALISM  
ADVOCACY  
**I** GLOBAL  
**V** INTERCULTURAL  
AWARENESS  
OPENNESS  
**E** SUPPORT  
EMPATHY







**PERSISTENCE IS AS MUCH ABOUT  
HOW COLLEGES PREPARE FOR **ALL**  
**STUDENTS** AS IT IS ABOUT HOW  
**STUDENTS** PREPARE FOR THEM.**

**—ANDRE PERRY**





2016-2017 UVU INCLUSION AND DIVERSITY COMMITTEE



ROLE MODEL AWARD



TOP 50 DIVERSITY  
AWARD

## PRESIDENT'S LETTER

Utah Valley University has made significant investments in and progress on our Strategic Inclusion Plan over the past three years. Some highlights include:

- Made progress on 31 of the 36 action steps set forth in the Inclusion Plan; and
- Increased an average of 5-7% points on Inclusion-related questions as part of the Great Colleges to Work For survey (from 2014-2016).

This third installation of our Inclusion and Diversity Annual Report outlines the progress made in just this past 2016-2017 year. Our Strategic Inclusion Committee, comprised of faculty, staff, and students from across the campus, has led the charge in promoting a safer, more inclusive campus climate for all.

We are proud of the efforts at the individual, departmental, and institutional levels and are excited that UVU is getting noticed statewide and nationally for our Inclusion efforts. Leaders of our various inclusion, diversity, equity, and access initiatives have been asked to consult with and speak to dozens of institutions

throughout the United States and Canada. UVU faculty and staff have become leading experts in: multicultural initiatives and community partnerships, global and intercultural curriculum, autism services, mental health awareness and support, and women in leadership, just to name a few.

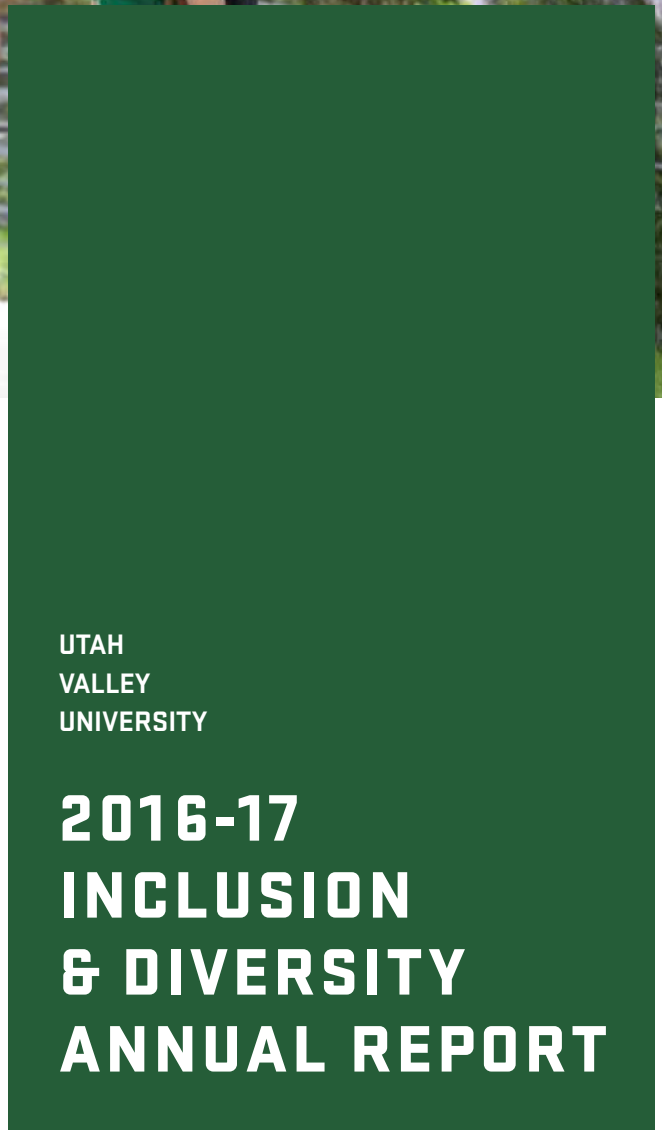
We are excited about the coming year as we launch a new Foundations of Inclusion Workshop series to improve the intercultural awareness, understanding, and skills of UVU faculty and staff. We hope you enjoy this report and welcome your feedback, input, and partnership as we continue to build on this vital UVU core theme of Inclusion.



**MATTHEW S. HOLLAND**  
*President, Utah Valley University*

**KYLE A. REYES, PH.D.**  
*Special Assistant to the President  
for Inclusion, Utah Valley University*





UTAH  
VALLEY  
UNIVERSITY

# 2016-17 INCLUSION & DIVERSITY ANNUAL REPORT

FOR MORE INFORMATION, VISIT [WWW.UVU.EDU/INCLUSION](http://WWW.UVU.EDU/INCLUSION)

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# INCLUSION PLAN

## OBJECTIVES & GOALS

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### OBJECTIVE

# 01

ACCESS, EQUITY &  
OPPORTUNITY

UVU provides accessible and equitable educational opportunities and resources for all students.

### GOALS

- Increase and improve access to UVU for underrepresented students and students with varying levels of academic preparation.
  - Increase academic success of and support for underrepresented UVU students and UVU students with varying levels of academic preparation.
- 

### OBJECTIVE

# 02

CURRICULUM &  
LEARNING FOR  
INTERCULTURAL  
COMPETENCE

UVU provides opportunities to improve intercultural competence in an increasingly complex, diverse, and globalized society.

### GOALS

- Increase student intercultural competencies through curricular and co-curricular learning opportunities with diverse courses, individuals, and communities.
  - Increase the intercultural competencies and capacities of faculty and staff through intercultural engagement opportunities.
- 

### OBJECTIVE

# 03

SUPPORTIVE  
CAMPUS  
ENVIRONMENT

UVU provides an inviting, safe, and supportive environment for people from diverse backgrounds and perspectives.

### GOALS

- Improve students' and employees' sense of validation, belonging, and personal safety.
  - Increase recruitment, retention, and advancement of underrepresented faculty and staff at all levels of the University to enrich University life and provide role models for diverse students.
- 

### OBJECTIVE

# 04

ACADEMIC  
INCLUSIVITY  
& REGIONAL  
STEWARDSHIP

UVU offers an array of courses, programs, and delivery methods designed to reflect students' goals and the region's educational needs.

### GOALS

- Maintain and continue development of a robust set of academic courses, programs, and offerings that reflect students' interests and the region's educational needs.
- Maintain and strategically develop a robust set of course delivery times, sites, and methods responsive to students' needs.





## ENROLLMENT

OF STUDENTS OF COLOR HAS INCREASED NEARLY 110% SINCE 2009.

8.6% (2009)

18.4% (2016)

## 112% INCREASE

OF FACULTY OF COLOR FROM 41 TO 84 SINCE 2009.

41 (2009)

84 (2016)

### AMONG ALL UVU STUDENTS AS OF FALL 2016:

**49%** of UVU students are attending school part time

**27%** of UVU students are over the age of 25

**21%** of UVU students are supporting at least one child

**84%** of UVU students remain in Utah after graduation for at least one year

**62%** of UVU students applied for need-based financial aid

**52%** of UVU students received financial aid

**77%** of UVU students have jobs while attending UVU

**51%** of UVU students work more than 20 hours a week

**27%** of UVU students work more than 30 hours a week

**38%** of UVU students are first generation

**50** states represented in our student body

**74** countries represented in our student body

**\$3 MILLION**

INVESTED IN UVU'S STRATEGIC INCLUSION PLAN SINCE ITS LAUNCH IN FALL 2014

## INCLUSION DATA



## IN THE 2016

'GREAT COLLEGES TO WORK FOR' SURVEY, EMPLOYEES REPORTED THE FOLLOWING:

"I feel safe on this campus."

90%

"This institution has clear and effective procedures for dealing with discrimination."

72% (2014)

80% (2016)

"I know what to do if I receive a report of sexual assault, harassment, or interpersonal violence."

95%

"What changes have you noticed in the past two years or since you started working at this institution?"

**TOP 5 ANSWER: EMPHASIS ON DIVERSITY/INCLUSION**

"This institution places sufficient emphasis on having diverse faculty, administration, and staff."

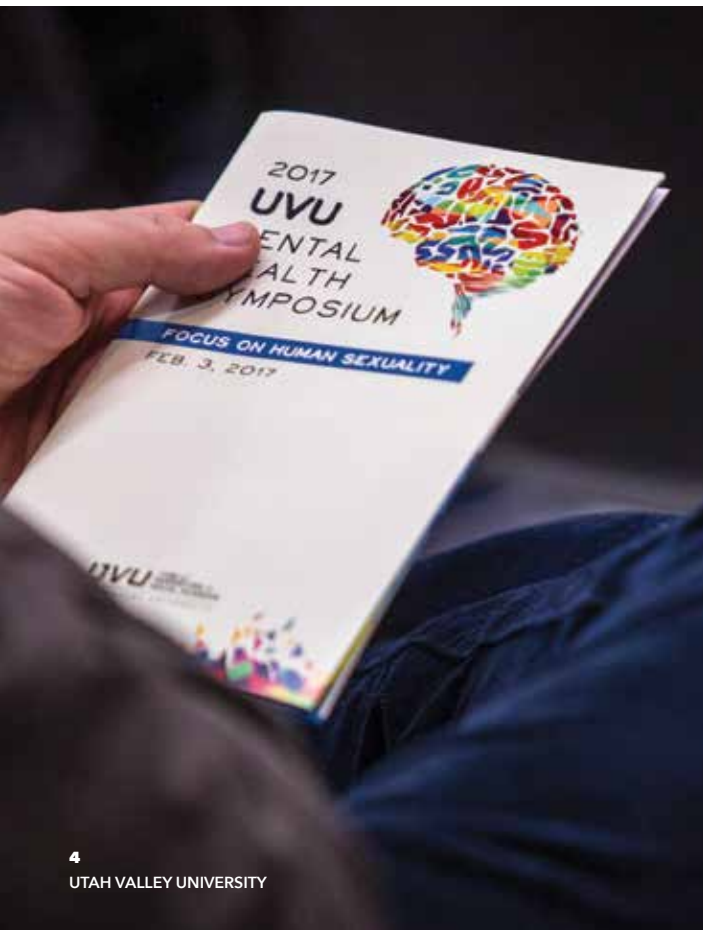
66% (2014)

73% (2016)

**"THERE IS A DEFINITE MOVE TOWARD BEING MORE INCLUSIVE."**



## STUDENT-LED INITIATIVES



### MENTAL HEALTH INITIATIVE

**CONTACT:** Alexis Palmer | [palmeral@uvu.edu](mailto:palmeral@uvu.edu) | 801-863-6316

**STUDENT LEAD:** Birch Eve

The Utah Student Association is a board comprised of each student body president from all the higher education institutions in the state of Utah. The campaigns that Birch Eve has created have been used across all institutions, with UVU leading the way. There are two videos that help explain the campaigns: "Stand up to Stigma" and the "Note to Self" campaign which was just launched. The two videos can be found at [www.facebook.com/utahstudentassociation/](https://www.facebook.com/utahstudentassociation/)

#### HIGHLIGHTS

- Worked together to be able to pass a resolution (HCR016) this past legislative session declaring mental health a crisis in Utah
- Developed the USA Fast Fact cards to use as a simple way to explain mental health
- Created 32 Tips & Tricks (which pushes out information to students who want to know more about mental health) and posted every week of the school year through all digital signage and various social media platforms
- The total monetary amount that has been invested in Mental Health support for UVU is \$312,526





## AFRICAN-AMERICAN MENTORSHIP PROGRAM

**CONTACT:** Thomas Mgonja | [ThomasM@uvu.edu](mailto:ThomasM@uvu.edu) | 801-863-6185

**STUDENT LEAD:** Madison Hanks

During the 2016-2017 academic year, the African-American Mentorship Program (AAMP) was developed by the Black Student Union Presidency (Madison Hanks, Tirsit Valentine, and Richy Ramos) and the African-American Initiative Committee which consists of 40 faculty, staff and students. The purpose of the mentorship program is to foster the growth and development of undergraduate African-American students in their pursuits of a baccalaureate degree. Mentors consist of faculty, staff and community members within the local area. Each mentor is chosen to meet unique needs of each student mentee.

### HIGHLIGHTS

- 10 students were paired with 10 faculty, staff, and/or community members to be mentored during the 2016-2017 academic year
- Website was developed and is housed under the Multicultural Student Services webpage
- Received one-time funding of \$10,000 starting July 1, 2017 to assist in the development of the program



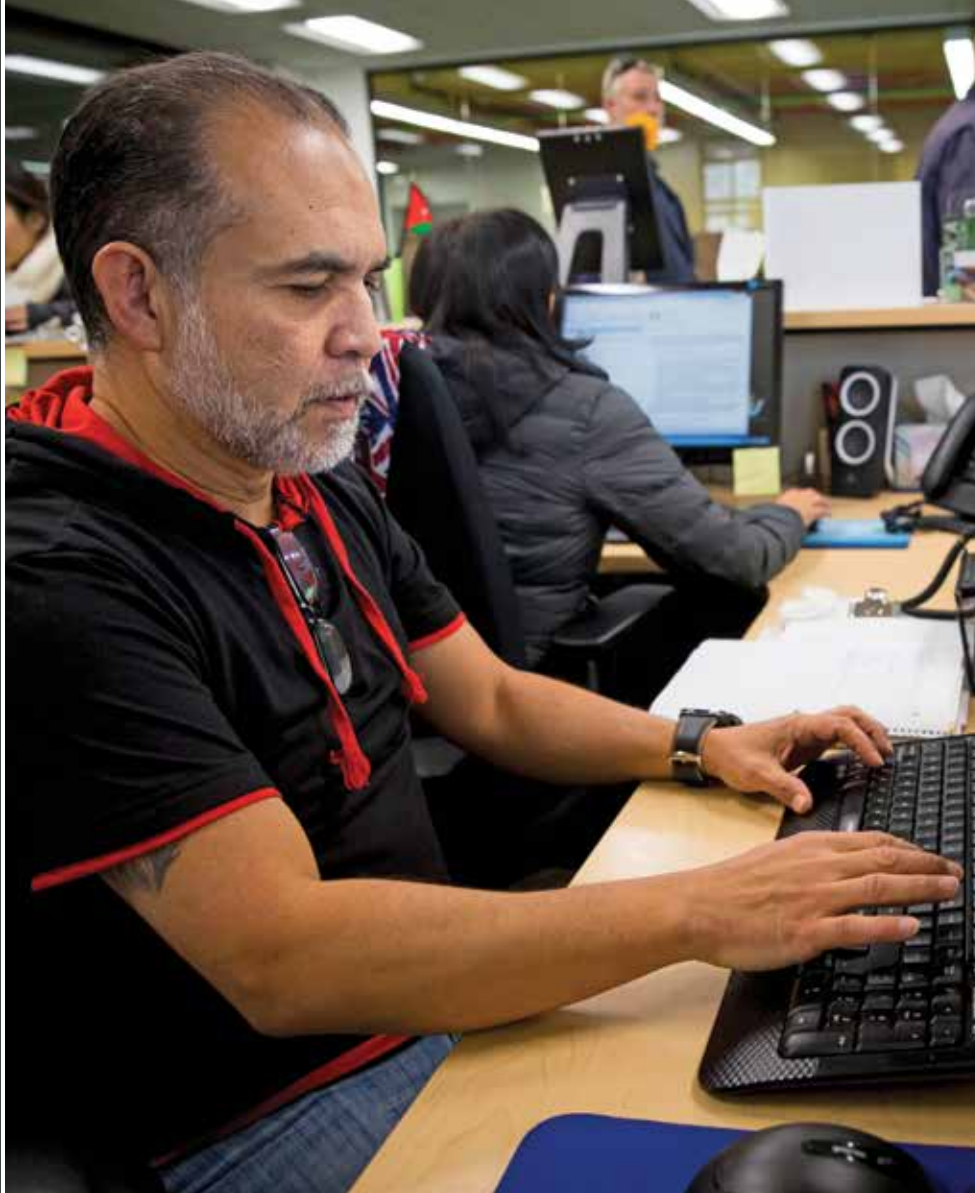
## 01

## ACCESS, EQUITY &amp; OPPORTUNITY

UVU provides accessible and equitable educational opportunities and resources for all students.

## GOALS

- Increase and improve access to UVU for underrepresented students and students with varying levels of academic preparation.
- Increase academic success of and support for underrepresented UVU students and UVU students with varying levels of academic preparation.



## NON-TRADITIONAL STUDENT TASK FORCE

**CONTACT:** Garrett Nagaishi | [Garrett.Nagaishi@uvu.edu](mailto:Garrett.Nagaishi@uvu.edu) | 801-863-5755

Given that about one-third of UVU's students begin college at age 25 or older, UVU has a duty to ensure it addresses the needs of its adult learners. The Non-Traditional Student Task Force combines the efforts of Student Success & Retention, Extended Studies, and other campus partners to collaborate in addressing the unique needs and circumstances of this population.

## HIGHLIGHTS

- Performed outreach and recruitment alongside Prospective Student Services
- Hosted first-ever Non-Traditional Students Week in November 2016
- Provided \$150,000 in tuition for completion grants to our non-traditional returning UVU students
- Reinstated a monthly campus tour for Spanish speakers in the spring





## CENTER FOR THE ADVANCEMENT OF LEADERSHIP

**CONTACT:** Belinda Han | [Belinda.han@uvu.edu](mailto:Belinda.han@uvu.edu) | 801-863-6465

The Center for the Advancement of Leadership prepares individuals with the leadership knowledge and skills necessary to be competitive in the world market, and to make significant contributions to society.

### HIGHLIGHTS

- Successfully partnered with Student Success & Retention in creating a LEAD Division for first-generation freshmen
- Added a Global Intercultural leadership-based course as a requirement for leadership certification
- Maintained stance that most funds raised for LEAD student scholarships be available to any LEAD student no matter their citizenship, gender, etc.
- Raised \$15,000 for scholarships
- These groups will begin participation in LEAD program: six Cultural Envoy Leadership Program students; eight Army ROTC students; 12 first-generation freshmen; 12 women; 18 students from various backgrounds, gender orientations, etc. These groups will receive a housing scholarship and will reside with students from all LEAD Divisions

## UVU AMBASSADOR PROGRAM & PROSPECTIVE STUDENT SERVICES

**CONTACT:** Chad Johnson | [cjohnson@uvu.edu](mailto:cjohnson@uvu.edu) | 801-863-6182

The UVU Ambassador program and Prospective Student Services office have continued strong efforts to connect with a diverse group of prospective students.

### HIGHLIGHTS

- Created several focused recruitment events such as Diversity Day, Adult Learner Open House, and the People of the Pacific Conference hosted by MSS. These events served more than 900 students from targeted diverse populations
- Continued dedicated efforts to encourage students of color to apply to the Ambassador program. This has led to a 16% increase in the percentage of applicants who identify as students of color in one year
- Reinstated a monthly campus tour for Spanish speakers in the spring



## WOMEN'S SUCCESS CENTER

### THE WOMEN'S SUCCESS CENTER SCHOLARSHIP

**CONTACT:** Kathryn Johnson | [kjohnson@uvu.edu](mailto:kjohnson@uvu.edu) | 801-863-5723

Established in March 2013, the Women's Success Center Scholarship helps students who are juniors or seniors with a GPA of at least 3.0 and who are in financial need. This follows the center's motto of *Graduating Women, Transforming Lives*.

#### HIGHLIGHTS

- 77 students received a Women's Success Center Scholarship
- 18 students received a private scholarship for single parents
- 14 students received a private scholarship for non-traditional students
- 19 students received a private scholarship for leadership
- 1 student received a private scholarship for a parent with child enrolled in the Wee Care Center

### WEE CARE CENTER

**CONTACT:** Todd Harper | [tharper@uvu.edu](mailto:tharper@uvu.edu) | 801-863-7267

More than 20 percent of UVU students support at least one child. The Wee Care Center provides quality childcare for children of UVU students. Single parents have priority. Parents apply and if accepted enroll their child for childcare while they are in class or a study group.

#### HIGHLIGHTS

- 30 students graduated in April 2017 who utilized the WCC during the 2016-17 school year
- 120 children utilized the center during each semester of the 2016-17 school year
- The rate for childcare is between \$2.50 to \$6.00 per hour per child, based on a sliding scale, according to income



## INTERNATIONAL WOMEN'S DAY & DAYS FOR GIRLS

**CONTACT:** Kathryn Johnson | [kjohnson@uvu.edu](mailto:kjohnson@uvu.edu)  
801-863-5723

Each year, the Women's Success Center hosts a service project to commemorate International Women's Day. This year's project focused on the goal of uninterrupted education for girls in underdeveloped countries. Around the world, girls miss an average of two months of school each year during their menstrual cycle due to a lack of sanitary options. The project was supported by volunteers from the ROTC, UVU's Women's Volleyball team, the Women's Success Center Advisory Board, the Utah County Days for Girls, and UVU students looking to make a difference.

### HIGHLIGHTS

- The WSC partnered with Days for Girls to bring health, safety, and menstrual hygiene to girls in developing countries
- Approximately 250 students volunteered to assemble hygiene kits
- Volunteers assembled more than 900 kits in four hours

## THE CLOTHESLINE PROJECT

**CONTACT:** Anne Wairepo | [annew@uvu.edu](mailto:annew@uvu.edu)  
801-863-3010

The Women's Success Center hosted the Clothesline Project to give a voice to victims of domestic violence. T-shirts displayed the words of survivors of physical, sexual, childhood, emotional, and spiritual abuse.

### HIGHLIGHTS

- The Clothesline Project has been at UVU for 19 years
- Each color of shirt represents a different type of abuse
- 150-200 new shirts are submitted each year



## COMMUNITY EDUCATION

### TURNING POINT PROGRAM

**CONTACT:** Holly Coutts | Holly.Coutts@uvu.edu  
801-863-7580

The Turning Point Program aids those from underserved populations (e.g. those who are economically disadvantaged, single parents, homeless, displaced homemakers, veterans, parolees, English Language Learners, those with disabilities, etc.). Through the program, individuals can improve the quality of life for themselves and their families via educational opportunities and self-empowerment by gaining access to community and university services.

#### HIGHLIGHTS

- Maintained collaborative relationships with more than 80 local government and community support agencies in coordinating services and referrals for underserved populations
- Turning Point staff served on 10 community/government boards and committees focused on addressing the needs of underserved populations
- Provided noncredit courses and workshops to address the unique challenges of underserved populations and designed personalized education/career plans for participants



### SCHOOL COMMUNITY UNIVERSITY PARTNERSHIP (SCUP)

**CONTACT:** Liz Andrus | liz.andrus@uvu.edu | 801-863-6800

SCUP continues to provide opportunities for students in the community and university to reach their educational goals, as well as provide increased academic stability, enhanced economic viability, and raising awareness of valuable university and community outreach programs.

#### HIGHLIGHTS

##### UVU PREP

- Received an NSF planning grant of \$300,000 to expand UVU PREP toward a statewide UTAH PREP program

##### Summer Youth Learning Program (SYLP)

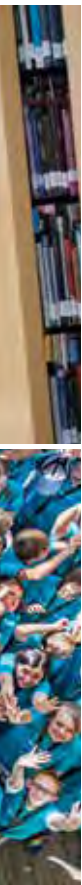
- In 2016, SYLP welcomed 60 students, 95% of which come from Latina/o descent. Through the program 100% of students maintained or increased reading levels, 84% increased or maintained math abilities

##### America Reads & Counts

- 59 work-study students/tutors
- 26 elementary school/afterschool centers served from Alpine, Nebo, Provo school districts







## GEAR UP AND TRIO

**CONTACT:** Laurie Miller | Laurie.Miller@uvu.edu | 801-863-6000  
Michael Campbell | MCampbell@uvu.edu | 801-863-8569

GEAR UP and TRIO are federally funded programs that serve low-income and first-generation high school students by preparing them to go to college.



# TRIO

### HIGHLIGHTS

- 10,145 students served, with 2,866,512 hours of participation
- 7,602 parents/family engaged with 12,650 hours of participation
- Statewide campus tours: 2,341 students in attendance, with 26,469 hours of participation
- Participated in UVU's Wolvergreen Summer Bridge Program
- Organized a specific day for Orientation at UVU for GEAR UP students
- The TRIO Upward Bound program served 122 students (75% of whom were both low-income and first generation)
- 50 students attended the Upward Bound Summer Program and earned college credits (6-7) during the month of June



## CULTURAL ENVOY LEADERSHIP PROGRAM

**CONTACT:** Victor Narsimulu | Victor.Narsimulu@uvu.edu | 801-404-0111

Cultural Envoy Leadership Program (CELP) in 2016-2017 developed to be a robust and culturally inclusive leadership program with a cohort of 45 full-time UVU students. CELP partnered and incorporated leadership distinction requirements from prestigious Center for Advanced Leadership and Global Intercultural Engagement leadership programs on campus.

### HIGHLIGHTS

- CELP students presented and performed for 22 K-12 schools in Utah and Alaska with a total of 25,000 students, staff, counselors, and faculty in attendance
- CELP applied for the STEP UP grant (from USHE) and received \$79,000 in partnership with Provo High School to expand support and outreach services and initiate an intentional summer bridge program
- CELP students were invited to present at an international conference, a national conference, and three in-state conferences about their methodology



## 02

CURRICULUM &  
LEARNING FOR  
INTERCULTURAL  
COMPETENCE

UVU provides opportunities to improve intercultural competence in an increasingly complex, diverse, and globalized society.

## GOALS

- Increase student intercultural competencies through curricular and co-curricular learning opportunities with diverse courses, individuals, and communities.
- Increase the intercultural competencies and capacities of faculty and staff through intercultural engagement opportunities.



## VOLUNTEER &amp; SERVICE-LEARNING CENTER

CONTACT: Summer Valente | Summer.Valente@uvu.edu | 801-863-6948

The Volunteer & Service-Learning Center engages students, faculty, staff, and community organizations in collaborative work and sustained partnerships resulting in transformative learning experiences and community change. This year the Center focused on making both big and small changes to expand our capacity to serve all students of UVU.

## HIGHLIGHTS

- Made the Service Council leadership opportunity more accessible to students across socioeconomic levels by securing tuition waivers for those positions
- Created a civic dialogue series called Real Talk where students have a space to dialogue about pressing community issues, including mental health, hunger, veterans, sexual assault, social advocacy and Black Lives Matter, and others
- Offered Alternative Break scholarships to first-generation students
- All full-time staff are Safe Zone trained
- All personal pronouns are included as part of our email signatures
- Five-minute service bar and food pantry are both ADA accessible
- Distributed 1,770 lbs. of food for those in need in 2016-2017





## INTERRELIGIOUS ENGAGEMENT

**CONTACT:** Brian Birch | [brian.birch@uvu.edu](mailto:brian.birch@uvu.edu) | 801-863-6363

The Interreligious Engagement Initiative is designed to support a variety of academic and engagement activities related to the study and practice of religion in comparative and cross-cultural contexts. The Interreligious Religious Engagement Initiative continues to make a strong contribution to UVU's efforts toward inclusion and cross-cultural understanding.

### HIGHLIGHTS

- The Interfaith Student Council participated in leadership training excursion in New York City
- The Interfaith Student Council hosted the Board of World Religious Leaders from the Elijah Interfaith Institute, a global interfaith organization based in Jerusalem
- The Interreligious Engagement Initiative co-sponsored an Interfaith Leadership Lab in partnership with the Interfaith Youth Core
- Christian Van Dyke, co-president of the Interfaith Student Council, was named to the Interfaith Youth Core's prestigious Coach Program, which selects 12 students from across the country to help other campuses develop student-led interreligious activities on their campuses

## DEPARTMENT OF ATHLETICS & INTERNATIONAL STUDENT SERVICES

**CONTACT:** Veronica O'Brien | [veronica.obrien@uvu.edu](mailto:veronica.obrien@uvu.edu) | 801-863-8702

The Athletics Academic Advising Team developed an Accelerating Academic Success Program Initiative to assess retention and inclusion among International Student-Athletes at UVU. To help athletes feel more engaged, we partnered with our UVU Athletics Marketing Department and UVU's International Student Services to create the first intercultural student tailgate to help connect these students to each other and to campus resources.



## INTERNATIONAL AND GLOBAL ENGAGEMENT



### GLOBAL & INTERCULTURAL INITIATIVE

**CONTACT:** Bryan Waite | waitebr@uvu.edu | 801-863-6721  
Carlos Alarco | carlos.alarco@uvu.edu | 801-863-5306

Global & Intercultural Initiative members partnered with the Office of Teaching and Learning to create the Global & Intercultural dimension within the Teaching Excellence Program. This dimension is called: *Enhancing teaching through global, intercultural, and inclusive approaches*, and provides faculty certificates of participation in:

- Cultural Identity in the Classroom
- Equity Pedagogy
- Culturally Relevant Pedagogy
- Global and Intercultural Pedagogy
- Developed a Global/Intercultural Course
- Gender and Pedagogy Learning Circle

### HIGHLIGHTS

- 263 Global & Intercultural course(s) taught

### THE GLOBAL & INTERCULTURAL ENGAGEMENT TRACK HIGHLIGHTS:

- 34 students applied for the G/I Engagement track for the 2016-2017 academic year
- First ever G/I professionalization course was created and offered spring 2017

### DURING 2016-2017 THREE FACULTY LED DOMESTIC MULTICULTURAL EXPERIENCES TO:

- Dominguez and Escalante trail - History Department
- Navajo Nation - School of Education
- Washington, D.C. - Criminal Justice

### INTERNATIONAL

- 234 students enrolled in a credit-bearing faculty-led study abroad program (up 37% from the 2015-2016 year)
- 18 faculty-led study abroad programs
- 78 students participated in a non-credit bearing international program
- 25 students participated in an international internship





## INTERNATIONAL STUDENT SERVICES

**CONTACT:** Steve Crook | crookst@uvu.edu | 801-863-8096

During the 2016-2017 academic year, International Student Services (ISS), in conjunction with the International Student Council (ISC) implemented new programming to engage UVU students, faculty, staff, and the community. Some examples of this programming were large-scale cultural nights and ISC regional activities. Examples of these events for 2016-2017 were The International Festival, Chinese New Year, Korean Culture Night, Middle East Culture Night, European Culture Night, Carnival, and Japan Culture Night. The ISC is divided into regions of the world. Each region conducts a monthly regional activity to encourage students from that region to get together.

### HIGHLIGHTS

- The International Festival in November 2016 brought in 1,500 attendees and included booths, games, dances, and food from 17 countries
- Hosted large-scale cultural nights with more than 1,000 attendees for each event
- Students raised \$1,000 for the American Red Cross at the Japan Culture Night
- ISC and UVU Athletics partnered on several UVU sporting events, bringing many international students out to watch

## GLOBAL SPOTLIGHT

**CONTACT:** Baldomero Lago | lagoba@uvu.edu | 801-863-7301

Continuing a tradition that began seven years ago, the Office for Global Engagement highlights and explores one region/country of the world (previous spotlights: China, Brazil, Eurasia, Peru, Mexico, and Canada).

### HIGHLIGHTS

- Israel's polarizing political issues, historical and archeological contributions, and vast artistic diversity were discussed and celebrated throughout the academic year 15 presentations and events
- Guest lectures included Sam Grunberg, the consul general of Israel in Los Angeles; Dr. Oren Gutfeld, renowned archaeologist; and innovative jazz guitarist Gilad Hekselman



## OBJECTIVE

# 03

## SUPPORTIVE CAMPUS ENVIRONMENT

**UVU provides an inviting, safe, and supportive environment for people from diverse backgrounds and perspectives.**

### GOALS

- Improve students' and employees' sense of validation, belonging, and personal safety.
- Increase recruitment, retention, and advancement of underrepresented faculty and staff at all levels of the University to enrich University life and provide role models for diverse students.



### ACCESSIBILITY SERVICES

**CONTACT:** Pola Morrison | [pmorrison@uvu.edu](mailto:pmorrison@uvu.edu) | 801-863-8747

The Office of Accessibility Services has continually supported the inclusion of students with disabilities through access to the campus, the curriculum, and student life. Through collaborative efforts, success has been achieved with community partners and school districts in improving access to scholarships and transition support services. Although the primary purpose of the Office of Accessibility Services is to support ADA compliance for the institution, staff members are also proponents for access, advocates for inclusion, and champions for student success. The University Accessibility Committee was formed in Fall 2016 with a charge to develop a campuswide accessibility plan.

### HIGHLIGHTS

- Implemented a monthly "inclusion" focus by hosting an event, activity or guest speaker. We initiated the UVU Access Committee which encompasses key stakeholders across campus in providing equal access to all students. We became an affiliate chapter of the Delta Alpha Pi Honor Society, which recognizes students who maintain a 3.10 GPA and demonstrate an interest in disability issues.
- Accessible Educational Resources Portal Link to report and submit feedback on accessibility at UVU
- Developed training for incoming students
- Automated accessibility tests of web pages to find non-compliant outliers
- Improved grievance process
- Accessibility Services evaluation of staffing





## THE MELISA NELLESEN CENTER FOR AUTISM

**CONTACT:** Teresa Cardon | [teresa.cardon@uvu.edu](mailto:teresa.cardon@uvu.edu) | 801-863-5517

We celebrated the opening of the Cole Nellesen Building in May of 2017. The building was designed with inclusion at the forefront. There are open and inviting spaces along with cozy corners where individuals with autism spectrum disorder (ASD) can find quiet space as they need it. The building has a lot of natural light and LED lighting to cut back on noise and flickering lights. The building is designed to be a resource to the community, families, and students. For UVU students on the autism spectrum, the new Passages lounge is a space where students can come and connect, find support, and hang out with like-minded peers.

### HIGHLIGHTS

- Raised \$5.2 million for first fully funded building at UVU
- Increased capacity of Passages program and one-on-one tutoring options to support UVU students on the autism spectrum
- Expanded community relationships to include educator trainings across the state, provide case management options in Utah County, and introduced demonstration classrooms on campus where UVU students can learn how to support young children with ASD





## MULTICULTURAL STUDENT SUPPORT

**CONTACT:** Darah Snow | snowda@uvu.edu | 801-863-7349

The Multicultural Student Services Office houses a number of state and nationally-recognized initiatives. UVU has quickly become a hub of student success for the growing Latina/o, Native American, and Pacific Islander populations. And, in recent years, UVU has launched new partnerships and programs for LGBTQ and African American students (see page 5).

### HIGHLIGHTS

- Hosted the second National Student Leadership Diversity Convention (NSLDC) with Salt Lake Community College (SLCC) at UVU, with 150 students in attendance from Westminster College, Weber State University, Snow College, and Dixie State University
- Secured the TRIO Educational Opportunity Center grant (\$1.2 million) to provide outreach and access services to low-income, first-generation adults seeking to pursue higher education
- Planned and facilitated eight Diversity Dialogues and eight Diversity Lecture Series. Addressed topics on immigration, cross-cultural communication, gender identity & expression, managing conflict on college campuses, and disability and ableism
- Supported the Expect the Great conference targeting African and African-American community members to prepare for and enroll in higher education

## LGBT STUDENT SERVICES

**CONTACT:** Karen Deysher | karen.deysheer@uvu.edu | 801-863-8885

### SAFE ZONE TRAINING

- Educating individuals on LGBTQIA issues relating to gender and sexuality and how one can intervene when they witness discrimination
- Creating visibility of people who can provide resources to LGBTQIA community members
- Creating a safe environment on campus free from restrictive transphobia, homophobia, heterosexism, and cisgender bias
- Increased the number of students, faculty, and staff Safe Zone trained from 160 in 2015-2016 to 278 in 2016-2017

### INQUEERY EDUCATOR PANELS

- InQueery is an educational program provided by LGBT Student Services that is devoted to education, outreach, and advocacy regarding issues of sexual orientation and gender identity/expression
- Facilitated 21 InQueery Educator Panels in which students, faculty, and staff educated students about sexual orientation and gender identity/expression

## LATINO INITIATIVE

**CONTACT:** Yudi Lewis | yudi.lewis@uvu.edu | 801-863-7297

### HIGHLIGHTS

- Since 2007 the UVU Latino student enrollment has increased by 254 percent and the Latino graduation headcount has increased by 215 percent. UVU has the highest Latino student enrollment as a four-year university in the state of Utah. Currently 3,770 (10.55 percent of total UVU enrollment) Latino students are pursuing a degree
- Summer Bridge program for Latino high school students (grades 9-12). Since 2008, UVU has offered free college credit summer courses in the areas of education, science, business, political science and computer science to more than 800 Latino students in the Utah, Wasatch, and Summit Counties
- The UVU Latino Initiative has received the following scholarship grants: IME Becas in the amount of \$80,000 over the last seven years, AT&T scholarship funding in the amount of \$27,500 over the last two years, and private donations



TOP 5 BACCALAUREATE  
PROGRAM IN THE NATION



WHITE HOUSE INITIATIVE  
on EDUCATIONAL EXCELLENCE for HISPANICS  
25 Years of Fulfilling America's Promise

WHITE HOUSE BRIGHT SPOT AWARD



## NATIVE AMERICAN INITIATIVE

**CONTACT:** Ken Sekaquaptewa  
ken.sekaquaptewa@uvu.edu | 801-863-7276

### HIGHLIGHTS

- Hosted more than 500 participants at the annual Governor's Native American Summit for the fourth consecutive year, in partnership with the Utah Division of Indian Affairs
- Visited 48 high schools/career fairs in the Four Corners region with significant Native American student populations, in addition to five college transfer fairs and three tribal career days to share information on post-secondary opportunities
- Coordinated with the Utah Division of Indian Affairs to host one of their bi-monthly Tribal Leaders' Meetings, a two day session on campus discussing current issues of tribes in the region
- Hosted UVU Tribal Education Directors' Summit, involving leaders from eight tribal nations in the region to discuss education needs, issues and priorities.
- Worked with American Indian Services Foundation to provide a direct path through UVU for Native American students to apply for AIS scholarships
- Supported the Native Wolverine Association (student club) to sponsor Native American Heritage Month cultural workshops in November and the annual UVU Contest Powwow in March

## PACIFIC ISLANDER INITIATIVE

**CONTACT:** Darah Snow | snowda@uvu.edu  
801-863-7349

### HIGHLIGHTS

- Hosted third consecutive People of the Pacific conference at UVU, 650 people in attendance
- Created a four-term curriculum led by Axel Ramirez in the School of Education for the People of the Pacific conference, with lesson plans that meet Utah Common Core standards
- Hosted a community event that addressed depression and mental health awareness among Pacific Islander Women through the Teuila Women's Circle
- Hosted the Pacific Islander Leaders of Tomorrow (PILOT) Summit in September with former White House representative for the Asian American and Pacific Islanders Initiative, Jacob Fitisemanu, developing the leadership of young Pacific Islander students through the organization Empowering Pacific Islander Communities (EPIC)



## I AM FIRST: FIRST-GENERATION STUDENT INITIATIVE

**CONTACT:** Garrett Nagaishi | Garrett.Nagaishi@uvu.edu | 801-863-5705

With 38 percent of students being first-generation (neither parent/guardian holds a bachelor's degree), Utah Valley University is honored to be the home of I Am First, a new initiative exclusively designed for this growing population. Its mission is to assist first-generation students on their journey to achieve academic success and to create a legacy of hope for future generations.

### HIGHLIGHTS

- Created a first-gen student club
- Completed inaugural year of I Am First LEAD Program
- Offered free family portraits and I Am First pins for graduating students
- Provided formal opportunities for first-gen students to network with staff and faculty
- Implemented First-Gen Mentor Program to assist incoming freshmen through onboarding process

## OBJECTIVE

# 04

## ACADEMIC INCLUSIVITY & REGIONAL STEWARDSHIP

UVU offers an array of courses, programs, and delivery methods designed to reflect students' goals and the region's educational needs.

## GOALS

- Maintain and continue development of a robust set of academic courses, programs, and offerings that reflect students' interests and the region's educational needs.
- Maintain and strategically develop a robust set of course delivery times, sites, and methods responsive to students' needs.

## OFFICE OF ACADEMIC ADMINISTRATION AND ACADEMIC IT

**CONTACT:** Kat Brown | 863-8700

Academic Administration and Academic IT has worked hard to increase the climate of inclusivity at UVU for the 2016-2017 academic year. Laura Busby in the Office of Academic IT has assisted Student Affairs and Academic Affairs in the implementation of EAB Guide and Civitas. Both programs will identify students who struggle with the university experience, particularly impacting first-generation students. Policy coordinator Pilar Hays has reviewed UVU policies for language that inadvertently excludes underrepresented groups, leading to a recommendation, among others, that all single gender terms be replaced with "they." All academic policies are being revised to reflect that change. The library has piloted increased weekend hours, including being open on Sundays, to allow students to have more access to UVU resources.

### HIGHLIGHTS

- Implementation of EAB Guide
- Current implementation of Civitas
- Identification of exclusionary language in policies
- Library weekend hours

## ENGLISH LANGUAGE LEARNING (ELL)

**CONTACT:** Jackie Nuñez | jnunez@uvu.edu | 801-863-6954

The ESL Program seeks to meet the needs of all students whether their intent is to learn English to better their employment, pursue additional training or education, or to communicate better in their communities. Staff members are trained to direct students to campus and community resources to assist students in navigating next steps in their chosen path. Students that enroll in ESL courses are referred by agencies such as Department of Workforce Services, Vocational Rehabilitation, Deseret Industries, and LDS Employment, other educational entities, and word of mouth.

### HIGHLIGHTS

- Offered a series of non-credit technology-based classes in Spanish
- Served 220 non-traditional ESL students
- Provided custom ESL/SSL training to the hospitality industry

## COMMUNITY EDUCATION: LIFELONG LEARNING

**CONTACT:** Sally Menefee | sally.menefee@uvu.edu | 801-863-8002

We continue to move forward in offering stimulating and enriching non-credit classes for our community and the UVU service area. Our non-credit classes focus on providing pathways to continually challenge our students to move forward with their educational experience. Once our students achieve success and satisfaction, they impact the communities in which they live, with an increased feeling of accomplishment and the desire to improve their community.

### HIGHLIGHTS

- 82% of our students who took community education classes were above the age of 35 and are classified as non-traditional
- 72% of our students who took community education classes were female
- 65% of our students have not received a four-year degree

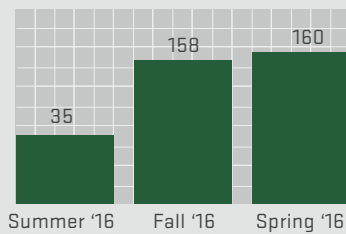




UVU has focused on providing accessible educational opportunities by increasing the number of courses offered in online, hybrid, and satellite campus formats. In addition, UVU continues to offer a robust set of classes in the evenings and on the weekends to maximize flexibility for students.

## ONLINE COURSES

OFFERED IN...



## TOTAL NUMBER

OF STUDENT FTE WHO PARTICIPATED  
IN A HYBRID COURSE



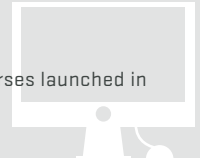
## TOTAL NUMBER

OF STUDENT FTE WHO PARTICIPATED  
IN A ONLINE COURSE



**55**

**NEW**  
online courses launched in  
2016/17

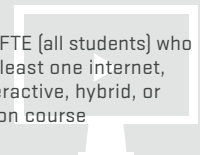


**93**

**NEW**  
course redesign projects  
for online or hybrid entered  
development in 2016/17

**22%**

of total FTE (all students) who  
took at least one internet,  
live interactive, hybrid, or  
television course

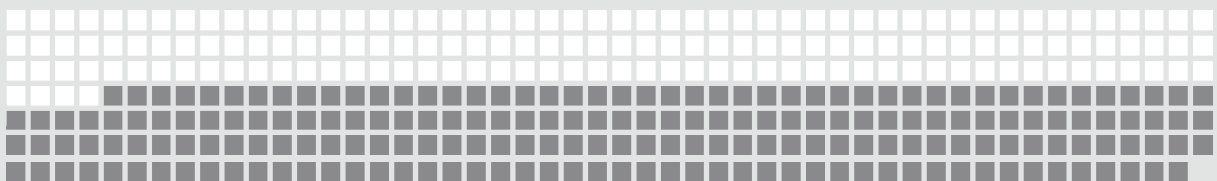


**244%**

increase of hybrid courses  
(66 total) from 2014/15

## 164 HYBRID COURSES

OFFERED ACROSS 349 SECTIONS DURING  
FALL, SPRING, AND SUMMER





## CHAMPIONS OF INCLUSION

The Champions of Inclusion Awards are designed to recognize UVU students and employees who advance the core theme of Inclusive within the University. The 2017 Champions of Inclusion Awardees were honored at a banquet on March 29, 2017 in front of the President's Cabinet, Board of Trustees, National Presidential Advisory Board, and the UVU Inclusion Committee. The paragraphs that follow were written by those who nominated each award winner.

### ALEX TRUJILLO

#### STUDENT AWARD



Alex Trujillo is a junior, majoring in marketing at the Woodbury School of Business. Alex is the face of inclusion at UVU because he represents the core themes of the university which are to obtain student success, engage with the community, be inclusive, and pursue serious educational goals. He is an exceptional student and member of the UVU community. Alex has completed 100 volunteer hours with the Multicultural Student Council and is the founder and council member of Generacion Mas, an inclusive program to empower underserved populations to achieve higher education.

### LYDIA KERR

#### FACULTY AWARD



Since 2011, Dr. Kerr has been a paragon of responsible and inclusive pedagogy and a stellar scholar of African-American and Latinx Literature. Her scholarly activities, moreover, are expanding UVU's reputation as a serious and inclusive university. In 2013, she edited an issue of the prestigious journal *CR: The New Centennial Review* on the special topic of "Race and Psychoanalysis." In 2015, she organized a panel at the Modern Language Association's flagship meeting on the same topic. Dr. Kerr is the faculty advisor for *Eassais*, UVU's only student journal dedicated to literary criticism and theory. Dr. Kerr clearly draws immense inspiration from her student, and, operating as she does at the forefront of the academic conversation, inspires them in turn.





### **BILL HULTERSTROM**

#### **COMMUNITY AWARD**

Bill is the President and CEO of the United Way of Utah County and is a true champion of inclusion. Through his efforts, the people of Utah County are more informed, engaged, and able to create a community of understanding, empathy, and inclusion. Through his leadership and vision, the United Way of Utah County established two initiatives – EveryDay Learners and EveryDay Strong – to find meaningful ways to help those in need before they are at risk. With Bill's leadership and vision of a stronger, more resilient, and inclusive community, Utah County will continue to be a safe place of belonging and becoming for all persons.



### **BARNEY NYE**

#### **STAFF/ADMINISTRATION AWARD**

Barney has been a long-time employee with UVU, hired as a full-time employee in May 1999 as the TRIO Educational Talent Search Coordinator where he coordinated and supervised outreach activities serving 1,000 low-income and first-generation college students. The last two years, Barney has worked tirelessly to design and bring to life the beautiful new Multicultural Student Center. The center is now a place where students can come and feel a little piece of home while they work on their studies. His passion and caring has played a part in opening the eyes of faculty and students across campus.

### **VOLUNTEER AND SERVICE LEARNING CENTER**

#### **DEPARTMENT AWARD**

During the 2016-2017 academic year, the Volunteer and Service-Learning Center coordinated 173 events with 11,457 participants and more than 162,000 volunteer and service-learning hours. Some of their service programs include the MLK Jr. Day of Service and Alternative Spring Break, which focused on issues of hunger and homelessness. In 2015, the Volunteer and Service-Learning Center launched a new Service Council program called Real Talk. At Real Talk, students discuss current social issues from a variety of viewpoints. This civil dialogue series uses questions and participants' personal experiences to encourage a journey of understand and vulnerability to build a stronger community.





## COLLEGE & SCHOOL SPOTLIGHTS

### DEPARTMENT OF CRIMINAL JUSTICE

**CONTACT:** Marcy Hehnlly | Marcy.Hehnlly@uvu.edu | 801-863-8139

#### HIGHLIGHTS

- Hosted events covering Women in Law Enforcement, Women in National Security, and a Sexual Assault Conference
- Currently working on a project called "Combat with Kindness" which focuses on recognizing and deterring radical extremism

### COLLEGE OF HUMANITIES AND SOCIAL SCIENCES

**CONTACT:** Janet Colvin | colvinja@uvu.edu | 801-863-7282

The College of Humanities and Social Sciences promotes diversity and inclusivity through its many engaged learning and service learning courses as well as many types of internships allowing students to go out into the community and learn from many types of people. Additionally, a concerted effort is made to reach out to each new faculty member and help them feel connected to campus.

#### HIGHLIGHTS

- Janet Colvin's intercultural communication courses provide over 900 hours of service each semester in the refugee community
- The mediation program, spearheaded by Grant Richards, allows students to work with hundreds of middle school low income, minority students
- Faculty such as Lydia Kerr, in the English program, offer courses in topics such as "Literature of Cultures and Places" and "Multiethnic Literature in America."

### COLLEGE OF SCIENCE & HEALTH

**CONTACT:** Daniel Horns | hornsda@uvu.edu | 801-863-8582

UVU College of Science & Health worked to increase inclusivity at UVU through several initiatives aimed at recruiting students from underrepresented groups and helping those students prepare for success in college.

#### HIGHLIGHTS

- Latino Scientists of Tomorrow (LST) summer program provided 19 high school students with two UVU science courses, college success workshops, and career exploration trips, all for no charge. Over the past five years, about 65% of LST alumni have attended UVU
- The Math Girls Rock! program has female math major from UVU visit high schools to lead girls in fun math games
- The Navajo Nation career fair provided activities and information to introduce Navajo high school students to careers in the sciences

### WOMEN OF WOODBURY

**CONTACT:** Mikki O'Connor | oconnomi@uvu.edu | 801-863-8850

The Woodbury School of Business Woodbury Women started a group-oriented mentoring experience for 20 female MBA students, which provided career preparation assistance including information sharing, advice, social support, coaching, and empowering women to greater competency.

- Ten undergraduate female first generation accounting students experienced group-oriented mentoring
- Amy Rees Anderson, Managing Partner and Founder of REES Capital, an angel investment firm that provides entrepreneurs and business executives support and guidance, spoke as a guest of the Women of the Woodbury
- Barbara Barrington Jones, a wonderful friend of Utah Valley University, shared a great vision of being a woman who is smart, who can make decisions, and who can have control over her destiny







## SCHOOL OF EDUCATION

**CONTACT:** Vessela Ilieva | [vessela.ilieva@uvu.edu](mailto:vessela.ilieva@uvu.edu) | 801-863-5183

The SOE maintains a comprehensive professional inclusion process in four main areas: curriculum and instruction, student recruitment and retention, global initiatives and intercultural experiences, and community engagement. During the 2016-2017 academic year, the SOE inclusion contributions were enhanced further by the following highlights.

### HIGHLIGHTS

- New Special Education program to prepare quality teachers for K-12 students with mild to moderate disabilities
- Student teaching experience, in New Zealand, Fall 2016

- Short-term global intercultural experience, Tonga, Summer 2016
- Student teaching experience, Navajo Nation, Spring 2017
- Hosted students from two Swiss partner institutions of teacher preparation
- Provided scholarships to Latino/a prospective teachers
- Ribbon cutting, Melissa Nellesen Center for Autism
- Piloted and in a process of implementing a school-wide teacher performance assessment with strong emphasis on education of diverse students
- Planned research projects with Australian and Swiss universities dedicated to diverse educational perspectives to improve Utah education

## DEPARTMENT OF MUSIC

**CONTACT:** Donna Fairbanks | [Donna.Fairbanks@uvu.edu](mailto:Donna.Fairbanks@uvu.edu) | 801-863-6538

The Department of Music fosters an open and inclusive environment that engages traditional and non-traditional students, celebrates diversity, and promotes understanding of a variety of musical styles and cultures. We seek opportunities to learn from guest artists who specialize in culturally-diverse music.

### HIGHLIGHTS

- Israeli-born jazz guitarist Gilad Hekselman presented a masterclass and concert at UVU. Hekselman has

toured worldwide, recorded four studio albums, and played all the major jazz clubs in New York with top jazz musicians

- In partnership with UVU's Israel Global Spotlight, Michele Gingras presented a masterclass on Klezmer music, which is a musical tradition originating with the Ashkenazi Jews of Eastern Europe
- World percussionist Jerry Leake presented a masterclass and concert at UVU. He is an expert in jazz, Indian Carnatic rhythm theory, and West African drumming

## DEPARTMENT OF DANCE

**CONTACT:** Doris Hudson de Trujillo | [doris.trujillo@uvu.edu](mailto:doris.trujillo@uvu.edu) | 801-863-6444

The Department of Dance expands students understanding, appreciation, and inclusion of cultures through embodied experiences with nationally and internationally acclaimed artists and educators. The department fosters research to improve intercultural literacy and competence in the courses and programs it provides for students.

### HIGHLIGHTS

- Guest artist and educator Alysha English-Upchurch, a Project Zero Artist

in Residence at Harvard University and Associate Director of COOL Schools presented lectures, workshops, and master classes in the Habits of Inclusion in Dance Education, the Universal Design for Learning, Historical Perspectives of Urban Dance (hip hop), and Afro-jazz during a three-day residency

- In collaboration with WOFA Afro Fusion Dance, the department sponsored a residency of professional dance artists and musicians, Marietou Camara, Fara Tolno, Rujeko Dumbutshena, and Soriba Fotana from Africa

## 2016-2017 INCLUSION COMMITTEE

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**Kyle Reyes, (Chair)**, Special Assistant to the President for Inclusion  
**Madison Hanks, (Secretary)** Inclusion Office Presidential Intern  
**DaSheek Akwenye**, Director – Student Life & Wellness Center  
**Kathren Brown**, Associate Vice President – Academic Administration & Academic IT  
**Teresa Cardon**, Director – Melisa Nellesen Center for Autism  
**Janet Colvin**, Chair – Communication Department and Global Intercultural Committee Chair  
**David Connelly**, Chair – History & Political Science Department  
**Daniel Delgadillo**, Manager – Human Resources  
**Thandiwe Dinani**, Director – International Studies  
**Victoria Ekpoma**, International Student Council  
**Birch Eve**, Student Body President  
**Melissa Frost**, Director – EEO & Affirmative Action/Title IX  
**Elena Garcia**, Assistant Professor – Literacies & Composition  
**Marcy Glassford**, Director – First-Year Experience and Student Retention  
**Pilar Hays**, Coordinator – Academic Affairs  
**Marcy Hehnly**, Assistant Professor – Criminal Justice/Law Enforcement  
**Sheldon Holgreen**, Director – Veteran Success Center  
**Daniel Horns**, Associate Dean – College of Science  
**Jeffrey Johnson**, Interim Director – Institutional Effectiveness and Planning  
**Armen Illikchyan**, Assistant Professor – Technology Management Department  
**Lais Martinez**, Assistant Director – School, Community, University Partnerships  
**Noemy Medina**, Program Manager – First-Year Experience & Student Retention  
**Dontrell Morrow**, Academic Advisor – College of Business  
**Pola Morrison**, Director – Accessibility Services  
**Garrett Nagaishi**, Program Manager – First-Gen Students & First-Year Experience & Student Retention  
**W. Barney Nye**, Senior Director – Grants and Outreach  
**Alexis Palmer**, Associate Vice President – Student Life and Dean of Students  
**Darah Snow**, Director – Multicultural Student Services  
**Andrew Stone**, Associate Vice President – Enrollment Management  
**Richard Tafalla**, Assistant Vice President – Office of Engaged Learning  
**Tim Stanley**, Interim Director – Institutional Research and Information  
**Jason Sweat**, Compliance/Risk Management Officer – University Compliance & Risk Management  
**Jeremy Sortore**, Assistant Professor – Voice & Movement  
**Maritza Sotomayor**, Assistant Professor – Finance & Economics  
**Matt Taylor**, Assistant Professor – Theatrical Arts for Stage and Screen  
**Wendy Trujillo**, President – Multicultural Student Council  
**Summer Valente**, Director – Volunteer & Service Learning  
**Bryan Waite**, Interim Chair – Secondary Education Department & Director – Intercultural Academic Programming  
**Anne Wairepo**, Senior Director – Women’s Success Center

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[uvu.edu/inclusion](http://uvu.edu/inclusion)      #UVUInclusive    #UVUUnity

**DESIGN:** Brian Fogelberg

**PHOTOGRAPHY:** UVU Marketing





ALL OF US IN THE  
ACADEMY AND IN  
THE CULTURE AS A  
WHOLE ARE CALLED  
TO **RENEW OUR  
MINDS** IF WE ARE  
TO TRANSFORM  
EDUCATIONAL  
INSTITUTIONS—AND  
SOCIETY—SO THAT  
THE WAY WE LIVE,  
TEACH, AND WORK  
CAN REFLECT OUR  
**JOY IN CULTURAL  
DIVERSITY, OUR  
PASSION FOR  
JUSTICE, AND OUR  
LOVE OF FREEDOM.**

—BELL HOOKS

