

OFFICE OF DIVERSITY & INCLUSION

2022-24 REPORT



TCU[®]

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ABOUT THE OFFICE OF DIVERSITY & INCLUSION

OUR MISSION

The mission of Texas Christian University’s Office of Diversity & Inclusion is to strategically plan and promote an inclusive campus community for all. As such, the office strives to be engaged with a multitude of diversity, equity and inclusion initiatives, promote inclusive excellence, create professional learning opportunities, plan campus community events and foster a campus community that is welcoming for all.

OUR VISION

The Office of Diversity & Inclusion aims to be a centralized resource that creates opportunities for individuals to make meaningful connections and to interact in the spirit of building an inclusive community across those cultures.



"TCU IS A PLACE OF IDEAS AND IDEALS, WHERE SOCIAL RESPONSIBILITY AND ETHICAL BEHAVIOR ARE THE CORE OF OUR MISSION AND THE CENTER OF OUR DAILY LIVES."

— Chancellor Victor J. Boschini, Jr.

INTRODUCTION

TCU is dedicated to fostering an environment where students, faculty and staff can thrive, creating a campus community that is welcoming and respectful to everyone. Over the past six years, the Office of Diversity & Inclusion, along with various campus departments, has embraced the Inclusive Excellence framework. Our campus community's commitment to Inclusive Excellence continues to bring us closer together.

The success of Inclusive Excellence initiatives relies on the dedication of faculty, staff and students. Achieving success requires the collective effort of all members of our community.

Inclusive Excellence initiatives are integral to TCU's core values. Realizing TCU's mission to develop ethical leaders and critical thinkers in a global community depends on our ability to attract and retain diverse students, faculty and staff who thrive within our community.

A diverse and inclusive campus fosters innovation, broadens perspectives and enhances understanding — values that are fundamental to higher education and essential to TCU's strategic plan.



EVENTS

Welcome Back Mixer

Fall 2022 and Spring 2024

This reception welcomed faculty, staff and students, providing an opportunity for all to connect and share updates regarding campus initiatives.

Winter Celebration

December 2022

Faculty, staff and students celebrated the end of the fall semester with fun and fellowship.

Hispanic Heritage Month

September 2022

Latinx Tailgate

The Office of Diversity & Inclusion, in partnership with the Office of Student Identity & Engagement and Nontraditional Frogs, invited students to celebrate Hispanic Heritage Month by enjoying delicious cultural food, music and games.

Hispanic Heritage Month Speaker

2022

Victoria DeFrancesco Soto, dean of the Clinton School of Public Service at the University of Arkansas, discussed "Creating Systemic Change: A Latina's Journey in Public Service & Academia." Soto previously served as assistant dean at the LBJ School of Public Affairs and is a political analyst for NBC News and Telemundo. She is the first Latina dean at a presidential institution and was named one of the top 12 scholars in the country by *Diverse* magazine.

2023

TCU welcomed guest speaker Juan Sepúlveda, author and former executive director of the White House Initiative on Educational Excellence for Hispanics for the Obama administration, for a conversation with TCU President Daniel W. Pullin on "The Future of Latinos in the U.S." Sepúlveda

and President Pullin discussed the spectrum of challenges facing our society, ranging from politics to urban education and community building, and the role Latinos have and will continue to play in shaping the future of the United States. Prior to the event, students were invited to a luncheon to talk with Sepúlveda. Programming was planned by the Office of Diversity & Inclusion and Neeley School of Business Office of Inclusive Excellence.

Diversity Day Conference

2022

"Diversity Day Conference: Revolutionizing Social Change in the Academy" was held in October and discussed the need for systemic change within true educational reform. Conference sessions included The Fight for Equality: Civil Rights Today, Leading Across Divergence: Engaging Colleagues with Systemic Change, and Levers of Justice: Racial Equity Work is a Lifelong Commitment. The Office of Diversity & Inclusion welcomed Michelle Alexander, author of "The New Jim Crow: Mass Incarceration in the Age of Colorblindness," David Stovall, Maria Hinojosa and Liza Talusan.

2023

The October conference, "Building a More Equitable Institution," focused on the need for institutions to engage deeply in investing in equitable policies and practices to create a more just educational system. Speakers included DeMarcus Jenkins, Lauren Rivera and Jacinto Ramos.

Inclusive Excellence Speaker Series

The fall 2022 session featured Brianna Murray who presented "Creating a Culture of Inclusive Excellence for Students with Disabilities." Murray works with blind and visually impaired students. She provides information and best practices for working with students inside and outside the classroom. Murray shared examples of how to ensure students

with disabilities feel included, rather than isolated, and allowed TCU participants the opportunity to discuss these best practices to effectively use the skills learned.

Voices of Connection Speaker Series 2023

The author of “How to Be an Antiracist,” Ibram X. Kendi, Ph.D., spoke in April on developing an equity mindset and becoming an antiracist by recognizing racism in today’s society.

Kendi is the Andrew W. Mellon Professor in the Humanities at Boston University and the founding director of the BU Center for Antiracist Research. He is a contributing writer at The Atlantic and a CBS News racial justice contributor. His relentless and passionate research puts into question the notion of a post-racial society and opens readers’ and audiences’ eyes to the reality of racism in America today. Kendi’s lectures are sharp, informative and hopeful, serving as a strong platform for any institution’s discussions on racism and being antiracist.

The Office of Diversity & Inclusion distributed the book “How to Be an Anti-Racist” to prepare for Kendi’s virtual speaking event. A three-part certificate initiative was created to engage students, faculty, staff and administrators in a conversation about fostering diversity, equity and inclusion to combat racism in university settings. Chezare Warren, Ph.D., associate professor of equity and inclusion in education policy in Vanderbilt University’s Department of Leadership, Policy and Organizations, led these insightful workshops.

2024

In April, the Voices of Connections Speaker Series featured civil rights leader, lawyer, award-winning filmmaker, educator, best-selling author, renowned speaker, Sikh American, mother and woman warrior Valarie Kaur. Kaur presented “Joining the Multifaith Movement for Justice Through the Lens of Revolutionary Love,” sharing her message

of revolutionary love as an approach to working together to create justice and equity.

Martin Luther King Jr. Day Luncheon 2023

The annual Martin Luther King Jr. luncheon, themed “A Legacy of Service: Community Leaders Continuing King’s Impact,” welcomed a panel of dedicated leaders from the Fort Worth community.

The panel included Roy C. Brooks, Tarrant County commissioner; Chris Nettles, Fort Worth District 8 City Councilmember; Michelle Green-Ford, President of the Fort Worth Metropolitan Black Chamber of Commerce (FWMBCC); and Barbara Odom-Wesley, Ph.D., Arlington District 8 City Councilmember.

2024

TCU welcomed pastor, professor, award-winning author, activist and social commentator Rev. Michael Waters, who spoke on “Reclaiming King: The Radical Activist Leader.” Waters is the founder and lead pastor of the Abundant Life African Methodist Episcopal Church in Dallas.



Rev. Michael Waters



Dolores Huerta
(left)

Black History Month 2023

Bettina Love, Ph.D., led the virtual discussion, “Living A Hip Hop & Abolitionist Life: Resistance, Creativity, Hip Hop Civics Ed, Intersectionality & Black Joy,” about how hip-hop civics ed, when linked to the framework of intersectionality and abolitionist teaching, creates a space where Black lives matter and analytic sensibilities are nurtured to engage youth in the work of fighting for visibility, inclusion and justice.

Her presentation included topics of racial violence, oppression, and how to make sustainable change in communities through innovative and radical civic curriculum, but also to expose youth to the possibilities that come with envisioning a world built on Black joy, creativity, imagination, boldness, ingenuity, and the rebellious spirit and methods of abolitionists.

2024

Jeff Johnson joined TCU virtually to provide commentary and engage in discussion on politics, advocacy, activism and culture. Johnson is a weekly contributor to the Ricky Smiley Morning Show where he discusses issues on politics, entertainment and social policy for eight million listeners. An award-winning journalist, social activist, political commentator and author, Johnson shared his experiences, stories and

knowledge and discussed current issues facing our students and preparing for the upcoming election cycle.

Sesquicentennial DEI Speaker Series

Dolores Huerta March 2023

To commemorate César Chávez Day, TCU’s 150th Celebration and Women’s History Month, TCU welcomed Dolores Huerta, a renowned community organizer, civil rights activist, Presidential Medal of Freedom recipient, and remarkable icon for the Latinx/Hispanic community. Along with César Chávez, she was instrumental in organizing the United Farm Workers, who helped change the living and labor conditions and wages of many migrant and field workers. Huerta has an everlasting legacy and impact on our nation.

César Chávez Day 2024

Artist, speaker and TCU graduate student Raul Rodriguez discussed his research for his art project on Braceros across Texas. Rodriguez showcased his art and research throughout his presentation on the U.S.-Mexico Labor program known as the Bracero program. He shared first-hand testimonies from his interviews of former Braceros and discussed the legacy of the Bracero Program.

NATIVE AMERICAN & INDIGENOUS PEOPLES INITIATIVE



The Native American Nations Flags Project in the Mary Coats Burnett Library

The Native American Nations and Communities Liaison, Scott Langston, Ph.D., has led the Native American & Indigenous Peoples Initiative (NAIPI) at TCU for several years. Dedicated faculty, staff and students from across campus have made the following accomplishments possible.

Since 2015, the initiative has been guided by the following goals, which were reaffirmed by TCU's Native American Advisory Circle in spring 2024:

1. To raise awareness of and respect for Native American and Indigenous peoples, cultures and perspectives
2. To learn from and respectfully engage Native American and Indigenous knowledge(s) throughout all levels of the campus community
3. To create a welcoming, informed and respectful environment on campus for Native American and Indigenous students, faculty, staff and visitors

4. To build healthy, respectful and mutually beneficial relationships with Native American and Indigenous peoples and communities

TCU's Land Acknowledgment continues to develop as a powerful tool for creating a welcoming, informed and respectful university. It stands apart from other land acknowledgments in significant ways:

1. It is written from traditional Native American and Indigenous cultural perspectives.
2. TCU provides significant resources to explain, support and, most importantly, implement its values, ethics and experiences.

Native American Nations Flags Project

TCU's Native and Indigenous Student Association completed and dedicated the [Native American Nations Flags Project](#) as a permanent display in the Mary Coats Burnett Library, which was [featured in TCU News](#). The dedication of the Flags project included brief remarks by Tabitha Tan '99 (Navajo), Joshua Arce (Citizen Potawatomi and CEO of Partnership with Native Americans) and Haylee Chiariello (Cherokee and current Native and Indigenous Student Association President) ([Video: YouTube](#)).

Key Accomplishments From Various Leaders and Partners

- The Mary Coats Burnett Library created a Native American-themed space located in the lounge/study area on the third floor, near the music library.
- Native American singers and dancers performed at halftime of a men's basketball game in fall 2023 ([Video: Facebook](#)).
- The Indigenous Walking Tour of TCU's campus was created, emphasizing Indigenous-related places on campus. Initially offered as part of the 2023 Native American & Indigenous Peoples Day Symposium, a completed version will be available in fall 2024.
- The Native American/Indigenous and Allies employee resource group was developed.
- TCU's [Native American & Indigenous Peoples Initiative Digital Repository](#) was created with the help of the Mary Coats Burnett Library Special Collections.
- TCU launched the [Four Directions Scholars Program](#) for the 2024-25 academic year and selected the first two scholarship recipients.
- TCU's sixth annual Native American & Indigenous Peoples Day Symposium was hosted in October

2022 with the theme "The Future is Indigenous: Popular Culture for the Seventh Generation." The keynote speaker was Miranda Due (Pawnee/Cherokee), an Indigenous interactive producer, artist and speaker. She is originally from Oklahoma and is a proud member of the Pawnee Nation. Due attended the University of Southern California School of Cinematic Arts Interactive Media and Games program and currently works at Unity Technologies. Due has shipped multiple interactive projects, ranging from mobile games, educational games, AR/VR projects and museum exhibits to most recently AAA games (Call of Duty Black Ops Cold War). In addition to her work as a producer, Due is a driving voice in diversity, equity and inclusion for the games industry and has worked to establish pathways for Indigenous game developers in the industry by being a mentor and establishing the Indigenous Network at Activision.

- TCU's seventh annual Native American & Indigenous Peoples Day Symposium was held in October 2023. As part of the university's 150th celebration, the theme was "[TCU and Native American and Indigenous Relationships: Exploring the Past, Embracing the Present, Impacting the Future](#)." The event was [featured twice](#) in *TCU 360*.



Wichita and Affiliated Tribes Past President Terri Parton with TCU President Daniel W. Pullin

RACE & RECONCILIATION INITIATIVE

TCU's Race & Reconciliation Initiative (RRI) is an academically based, historically focused research initiative that was created by a charge of the Chancellor and TCU Board of Trustees in fall 2020. Strategic communication faculty member Amiso George, Ph.D., has served as chair of RRI since fall 2022.

Reconciliation Day

2023

With the theme "Cause & Common Grounds," the week began with Screen on the Green, a public screening of the award-winning movie "Everything Everywhere All at Once."

A Plume Award reception honored recipients Scott Langston and Teresa Gaul, founding members of the Native American & Indigenous Peoples Initiative (NAIPI), who collaborated with Native Americans to develop and lead Native American courses and programs, establish the Native American Advisory Circle and the university land acknowledgement, and create resources and training for how to use the acknowledgement in courses and programs.

RRI's research focused on TCU's transition to integration and explored the transition from racial segregation to desegregation (1941-1971).

The week wrapped up with a fun fair of fellowship and service where local students from the Boys & Girls Clubs of Tarrant County were hosted on campus.

2024

In April, RRI hosted the fourth annual Reconciliation Day at the Brown-Lupton University Union Auditorium. The historical report focused on "Recent but Related Histories, 1998 to 2020." The key themes that emerged from the research include leadership, student involvement,



2024 Plume Award Winners

academics, athletics, and infrastructure. Following the presentation of research, the research team spoke in a panel discussion.

The Plume Award recognized TCU programs that have built connections with students to enable them to study histories and cultures that were, at the time of their establishment, absent or not represented in the curriculum at TCU. RRI honored the Asian Studies, Latinx Studies, Middle East Studies, African American/Africana Studies and Jewish Studies programs. The programs were represented by faculty who were part of the inception and/or creation of the program and have continued to support student learning in these areas.

A comprehensive update on all seven RRI recommendations is available at rri.tcu.edu.

Additional Highlights

In September 2023, RRI hosted a launch party for the first book published under the auspices of RRI, "A History to Remember: TCU in Purple, White and Black," co-authored by Frederick Gooding, Jr., RRI's inaugural chair; Sylviane Greensword, the inaugural post-doctoral fellow; and Marcellis Perkins, the inaugural graduate assistant.

RRI celebrated Homecoming Week 2023 by promoting the [Heritage Trail self-guided campus tour](#).

During Black History Month 2024, RRI honored alumnus Ron Hurdle '71 with the Plume Award at a special event held at the Dee J. Kelly Alumni & Visitors Center. As TCU's first Black cheerleader, Hurdle broke barriers, ignited spirits and championed diversity and inclusion.



(Left to right) Marcellis Perkins, Sylviane Greensword, Frederick Gooding, Jr.



Ron Hurdle '71

Sesquicentennial Plaza

The RRI's First Year Survey Report recommended "providing more robust contextual information near the Clark Brothers' statue in order to memorialize a more complete story of TCU."

To support the key initiative of the university and in response to the RRI report recommendations, this project focused on the placement and repositioning of the Clark Brothers Statue and the adjacent site, aiming to define and achieve specific commemorative goals by offering a more robust contextual framework that highlights the diversity of achievements throughout the history of the university.

Once complete, Sesquicentennial Plaza will commemorate the past, celebrate the present and envision the future.

Contributors to the success of Sesquicentennial Plaza include the TCU Planning, Design and Construction team, Office of Diversity & Inclusion, RRI, University Advancement, Office of the Chancellor and President, Cannon Design, and Lee and Associates, Inc.

LEARNING AND DEVELOPMENT

Responsible for Inclusion and Sustaining Excellence (R.I.S.E.) Certificate Program

Human Resources and the Office of Diversity & Inclusion offer the R.I.S.E. Certificate Program, designed to provide participants with tools and learning opportunities to advance personal and professional development in diversity, equity and inclusion. Available to TCU employees, this seven-month program challenges participants to improve their intercultural development through personal assessment, strengthen skills in advocacy and social change activism, and develop strategies to interrupt structural and systemic issues of power, privilege and oppression. Four cohorts with a total of 81 faculty and staff have completed the certificate program.



Inclusion Cultivates Excellence Award

TCU received the College and University Professional Association for Human Resources (CUPA-HR) 2023 Inclusion Cultivates Excellence Award for the implementation of the R.I.S.E. Certificate Program.

This award recognizes and celebrates institutional initiatives and programs that have made a significant impact with respect to inclusive and equitable workplace practices, particularly those that have brought cultural change to the organization.



Mitigating Unconscious Bias

University personnel, undergraduate and graduate students learned about unconscious bias and its impact on how we interact with one another, make decisions and engage in our work.

Interrupting Microaggressions

University personnel, undergraduate and graduate students learned about different microaggression subtypes and how to interrupt them, as well as the psychological, behavioral and cognitive impact microaggressions have on an individual.

Selection Committee Workshops

The Office of Diversity & Inclusion and Human Resources collaborated to provide hiring and selection committee training for university personnel who serve as search committee members in the various searches taking place at TCU. Training consists of proper procedures and best practices for the selection process.

Branch Alliance Virtual Reality Workshop: “How to Address Harmful Language in the Moment”

This workshop was sponsored by the Office of Diversity & Inclusion and featured facilitators who utilized virtual reality to help participants better understand and practice how to address microaggressions in the workplace and classroom.

NOTABLE ACCOMPLISHMENTS

Sixth HEED Award Win

With a continued focus on strengthening the campus experience and culture, the university was recognized with *INSIGHT Into Diversity* magazine’s 2023 Higher Education Excellence in Diversity (HEED) Award for the sixth consecutive year.



Inspiring Programs in STEM Award

For the fourth year, TCU’s STEM Scholars program, led by Zoranna Jones, Ph.D., received the *INSIGHT Into Diversity* Inspiring Programs in STEM Award. This award recognizes programs and initiatives that demonstrate an outstanding commitment to diversity and inclusion in the fields of science, technology, engineering and mathematics.

Diversity, Equity and Inclusion Award

TCU’s Diversity, Equity and Inclusion Award is an annual honor given to a community member who takes on the challenging task of further transforming our campus into one that not only celebrates the university’s mission but also creates a world-class institution that recognizes critical voices necessary for change. Frederick W. Gooding Jr., Ph.D., and Rosalyna (Lynita) A. Yarbrough are the 2022 recipients of the award. Carrie Liu Currier, Ph.D., is the 2023 recipient.

Employee Resource Groups

Employee Resource Groups (ERGs) are employee-led groups of individuals with a common interest, issue or diverse background. ERGs support organizational diversity and inclusion efforts, which creates an opportunity for employees to engage in an environment of belonging and promote an encouraging, supportive and inclusive workplace.

Partnerships

TCU continues to partner with the Fort Worth Metropolitan Black Chamber of Commerce, Fort Worth Hispanic Chamber of Commerce, NAACP Fort Worth/Tarrant County, The Hispanic Women’s Network of Texas Fort Worth Chapter, National Juneteenth Museum, Opal Lee’s Juneteenth Walk for Freedom and Cristo Rey Fort Worth College Prep.

Black Excellence Gala

September 2023

In conjunction with the university’s Sesquicentennial, the TCU Black Excellence Gala commemorated and honored the contributions Black students, faculty, staff and alumni have made to the institution throughout its 150-year history. The program featured performances by talented artists and awards presented to TCU-affiliated honorees who were recognized for their significant influences in the community. Conference chairs, Candice Payne, Aisha Torrey-Sawyer and Tracy Williams, along with the planning committee, hosted a sold-out crowd of 700 students, alumni, faculty, staff and community members. Hosted by Newy Scruggs, NBC 5 Sports Director, and L. Michelle Smith, CEO, executive coach and author, the Black Excellence Gala honored the legacies that inspired us to keep pushing boundaries, rewriting history and forging a path that embraces the strength of diversity.

The Portrait Project

The TCU Portrait Project, chaired by Marcellis Perkins, is a pioneering university initiative aimed at expanding representation in portraiture and critically examining historical narratives concerning marginalized groups. By collaborating closely with local artists, the project endeavors to produce a series of portraits

that challenge conventional norms, illuminating overlooked stories and contributions within the campus community.

Furthermore, through collaboration with the local community, the TCU Portrait Project seeks to promote healing and counter-storytelling. By amplifying voices that have historically been marginalized and encouraging community participation, the project aims to present a more inclusive and accurate portrayal of the university's history and identity.

Specifically, for the 2024 installation, the TCU Portrait Project commissioned artist Letitia Huckaby to create portraits of Charley and Kate Thorp — a formerly enslaved couple who continued to work for the university after emancipation. These portraits will be unveiled in fall 2024 and displayed in The Harrison.

Neeley Office of Inclusive Excellence

Accounting faculty member Ann Tasby has led Neeley's Office of Inclusive Excellence since it was established in February 2021. She also leads Neeley's Inclusive Excellence Strategic Growth Plan.

Key Accomplishments

- JPMorgan Chase Inclusive Excellence Mentoring Program with 115+ Neeley sophomores, juniors and seniors and 100+ alumni/corporate partner mentors
- Suit Up — Lead On Fund: 90+ students received new free business attire
- Going The Distance Fund: 50+ students have received need-based support for books, food and supplies
- Microsoft Office Certification Fund: Provides need-based student support for the certification required for admission to Neeley
- Accelerated Career Awareness Summer Bridge Program For High School Students (ACAP)

- 75 students (admitted) (2024 Full Residency Program)
- 50 students admitted (2023 Full Residency Program)
- 36 students admitted (2022 Full Residency Program)
- 40 students admitted (2021 Hybrid Program)

Against All Odds: Stories of Grit and Determination Speaker Series

As the first of its kind in Neeley, this new series for TCU students, alumni and guests is designed to amplify the voices of diverse business leaders in the global community as they share proven strategies for turning barriers into breakthroughs.

This inaugural event featured:

- Kenny Thompson Jr. '03, Former Vice President of External Affairs for PepsiCo; TCU Trustee
- Sekou Lewis, General Counsel for the Dallas Mavericks
- Charlie Davis '74, TCU Football Legend, Superbowl Champion, Entrepreneur
- [Diverse McDonald's Franchisee Panel \(Virtual\): Anthony and Arminda Grissett, Vera Ingram and Joy Silmon](#)
- Sheryl Adkins-Green, Chief Experience Officer, Mary Kay; TCU Trustee
- Tara Jaye Frank, TCU 150th Special Speaker Event, Equity Strategist, Consultant, Speaker and Author of "The Waymakers: Clearing the Path to Workplace Equity with Competence and Confidence"

[Terrence and Tim Maiden](#)

- Terrence Maiden '00, CEO and Managing Partner of Russell Glen
- Tim Maiden '00 (MLA '02), Senior Vice President and Group Manager at Comerica Bank; Adjunct Professor at UNT Dallas



Twin brothers Terrence Maiden '00 and Tim Maiden '00 (MLA '02)

Moderators have included:

- Ron Parker '76, TCU Trustee; Retired President and CEO, National Association of Securities Professionals
- Tracy R. Williams '04 ('08 M.S.), Former President of TCU National Alumni Board; Former Ex-officio member of the TCU Board of Trustees
- V. David Russell '12, Neeley Board of Advisors and Chancellor's Advisory Council member

AAPINH Month Events

During Asian American and Native Hawaiian/Pacific Islander Heritage Month (AAPINH), the Horned Frog community participated in a breadth of interactive, hands-on, educational events and interdisciplinary initiatives representing



Benjamin Hiramatsu Ireland, Ph.D.

the diverse peoples, histories, languages and cultures of the Asia Pacific, Oceania and Hawaii. The current director of Asian Studies, Benjamin Hiramatsu Ireland, Ph.D., and doctoral candidate Jong-Keyong Kim, collaborated on programming with the executive board members of all TCU Asian and Native-oriented student organizations, as well as TCU's Asian and Asian American interest sorority, Kappa Lambda Delta.

2023

In March, TCU students enrolled in Asian Studies classes and students identifying as AAPINH were invited to contribute to "Asia in the World Classroom: 2023." An official event of TCU's Sesquicentennial celebration, this exhibition was the first academic collaboration between ODI, the AddRan College of Liberal Arts' Asian Studies program and the Mary Coats Burnett Library. This two-month exhibition of student-made artwork and calligraphy, which also included a rare Chinese scroll courtesy of the College of Fine Arts and TCU Special Collections, framed the interactive and student-oriented nature of the heritage month.

AAPINH Heritage Week, which lasted from April 10-15, highlighted the theme of traditional Asian Pacific, Oceanic and Native Hawaiian music and brought in more than 600 attendees. Collaborating with ODI, the School of Music and local community artists, AddRan's Asian Studies program put together a two-hour opening event that showcased the musical talents of AAPINH-identifying students. TCU also welcomed Okinawa Eisa Ryukyu-Damashii traditional dancers to campus for the first time in university history. Assistant Professor of Violin Haerim Lee, DMA, performed numerous pieces of music with her students, and students sang traditional folk music of South Korea in the native language.

Other AAPINH 2023 events included:

- Three keynote speakers who raised critical visibility on Afro-Asian, Asian-Latinx and Native Hawaiian communities

- A virtual visit from Kodo Nishimura, an award-winning Buddhist monk, makeup artist and LGBTQIA2sp+ advocate, to address AAPINH identity and queer empowerment
- A two-hour musical, dance and theatre performance by the Vietnamese Student Organization (VSA)

2024

In April, ODI and AddRan Asian Studies welcomed over 700 Horned Frogs to AAPINH programming and events revolving around the theme of martial arts and AAPINH-community building.

After a successful opening night that included demonstrations of various martial arts, TCU virtually hosted So Yun Um, a Los Angeles-based Korean American film director whose documentary “Liquor Store Dreams” — which was shown on campus — illuminated stories of Korean Americans and BIPOC communities.

The following day, TCU hosted director Erich Rettstadt, who showed and discussed his acclaimed short film “Tank Fairy” directly from Taiwan. In his virtual visit, Rettstadt addressed LGBTQIA+ issues and drag culture in Taiwan through his work and activism as a queer director in Asia.



AAPINH 2024 programming also included:

- A virtual book launch discussion with Yuri Doolan, Ph.D., chair of Asian American and Pacific Islander Studies at Brandeis University
- A Korean K-Pop Night, which included dumpling and kimchi making, taekwondo demonstration and dancing with TCU’s K-Pop student dance group, 3Million, and the Korean Language and Culture Association
- “Japan Night” with kimono and ikebana demonstrations, calligraphy and contributions from the newly formed Japanese Language and Culture Association
- A finale musical performance by the Vietnamese Student Organization

Jong-Keyong Kim advanced the “Voices of the Land” project that amplified Pacific Islander and Native Hawaiian heritages through language learning, posting educational yard signs and “Native language stations” across campus.

Local outreach during AAPINH 2024 included close collaboration with the Fort Worth Japanese Society, Japan-America Society of Dallas-Fort Worth, Authentic Kung-Fu Fort Worth, Texas Forge Taekwondo, Fort Worth Aikikai, and Korean Association of Fort Worth/Tarrant County.

Inclusive Excellence Initiatives Funding



The Inclusive Excellence Initiatives Fund was established to support new initiatives and strengthen existing initiatives in diversity, equity and inclusion. This fund supports TCU’s strategic priority to build university experiences for students, faculty and staff to focus on inclusive programming and educational opportunities.

The Inclusive Excellence Initiatives Fund grants up to \$2,500 for creative programs that foster collaborative partnerships and encourage diversity, equity and inclusion across all dimensions of identity.

Applications are open to students, registered student clubs and organizations and faculty and staff. Funding is used for new initiatives or to support existing programs that enhance diversity, equity and inclusion. New initiatives that include collaborative proposals are favorably considered.

Although there is no due date, applications are reviewed when received, and funding is distributed until exhausted.



OFFICE OF DIVERSITY & INCLUSION

2022-24 REPORT

Thank you to everyone who contributed to this report and the programs and initiatives that support students, staff and faculty.

Inclusive Excellence is TCU's commitment to creating an environment where students, faculty and staff thrive and a campus community that is welcoming and respectful of all.

Information about TCU's initiatives, including news, events, core curriculum initiatives, resources and data can be found at inclusion.tcu.edu.

Demographic information about TCU students, faculty and staff may be found in the [TCU Fact Book and Common Data Set](#), which are managed by the [Office of Institutional Research](#).



OFFICE OF DIVERSITY & INCLUSION

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