



# BUILDING COMMUNITY

**UNIVERSITY OF NEBRASKA-LINCOLN**  
A 2022 ANNUAL REPORT

## Statement from Vice Chancellor



This second Annual Report helps tell the story of our collective progress toward the university’s goal to make inclusive excellence a greater priority. It highlights efforts across the institution, demonstrating how the Office of Diversity and Inclusion, or ODI, supports and advances diversity and inclusive excellence at Nebraska; and provides data that guides our efforts and marks our progress.

In the last four years, our office has launched several initiatives under our ODI plan and the N2025 Strategic Plan and are tracking these efforts. Examples of our progress include developing data dashboards, offering faculty and staff support and education, strengthening employee search practices to reach top talent, and maintaining our student transition and peer mentoring program and other signature programs focused on dialogue, understanding differences, recognizing change makers, and social justice.

Through our work, we remain committed to our mission of fostering an inclusive, equitable, and welcoming environment for all. This includes advancing a university-wide commitment to inclusive excellence – an active process ensuring that excellence is reflective of diversity in all forms.

As you flip through the pages of this Annual Diversity Report, you’ll also find highlights of selected efforts, projects, and offices across the university that advance inclusive excellence. These efforts enhance our understanding of diversity, equity, and inclusion, and demonstrate how inclusive excellence is integrated into our teaching, learning, research, creative activity, operations, and engagement.

Our collective action approach better equips us to solve the challenges faced in Nebraska and beyond. In compiling this report, we offer a call to action and a celebration of both the progress that has been made and the progress still to come. Let inspiration call you to continue the change needed to ensure Nebraska is a place where every person and every interaction matters.

Sincerely,

**Marco Barker**  
Vice Chancellor for Diversity and Inclusion

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# STRATEGIC OVERVIEW

## Our Vision

The Office of Diversity and Inclusion's vision builds on the UNL value that we create a positive culture and safeguard equity, inclusion, dignity, and respect for all.

Specifically, ODI's vision is to facilitate and foster collective action toward the creation of a learning, living, and working environment and culture where inclusive excellence is understood, embraced, and enacted through our policies, practices, and engagement.

## Our Values

One aim of UNL's N2025 Strategic Plan calls for us to create a climate that emphasizes, prioritizes, and expands inclusive excellence and diversity. As part of that aim, we have identified a vision, values, and core areas that will shape and guide the internal and external plans of ODI. All of these will align with our mission of leading and facilitating diversity, equity, and inclusion at Nebraska and positioning our internal operations with the principles of operational excellence.

As we strive to strengthen inclusive excellence at the university, our strategic plan outlines goals and defines outcomes we endeavor to achieve through internal and campus-wide collaboration over the three years (2022-25).

### Values

1. Accountability
2. Belonging
3. Collective Impact
4. Communication — Open, Authentic, and Reciprocal
5. Professional Growth
6. Social Justice
7. Transformative Learning

## Assessment, Research, and Evidence-Based Practices

Develop assessment and research practices that support evidence-based programming and improve programming, positioning ODI as an internal and external resource for evidence-based diversity and inclusion approaches.

## Campus Climate and Education

Develop and implement high-quality, campus-wide experiences and educational resources that model promising practices, engage campus and community constituents, and contribute to the creation of an inclusive institutional culture and climate.

## External Relations and Community Engagement

Develop, strengthen, and enhance ODI's relationships with external partners, alums, and the community.

## Faculty and Staff Recruitment and Retention

Develop programs and resources to build UNL's capacity to recruit and retain a diverse faculty and staff and create inclusive pathways for professional growth and leadership development, while elevating UNL's commitment to being a place where all faculty and staff can thrive and succeed.

## Infrastructure

Position ODI's staffing, structures, resources, communications, systems, and processes to meet institutional, local, and national trends and needs and to enhance unit effectiveness.

## Student Success and Engagement

Develop student success and retention programs that address gaps in promoting inclusive student excellence; and reduce institutional barriers that exacerbate achievement inequities among racial, ethnic, and cultural student populations.

# INCLUSIVE EXCELLENCE AT NEBRASKA



# NEBRASKA DIVERSITY, EQUITY, AND INCLUSION IMPACT AWARDS



## Recipients of the 2021-2022 Nebraska Diversity, Equity, and Inclusion Impact Awards:

- **Dr. Colette Yellow Robe**  
Diversity Leadership Staff Award
- **Dr. Cynthia Willis-Esqueda**  
Diversity Leadership Faculty Award
- **Emily Chermie**  
Promising Undergraduate Student Leader Award
- **Kaitlin Tadem**  
Promising Graduate Student Leader Award
- **Nebraska Extension's Reaching One Reaching All**  
Collective Impact Award

## Recipients of the 2022-2023 Nebraska Diversity, Equity, and Inclusion Impact Awards:

- **Dr. Markeya Peteranetz**  
Diversity Leadership Staff Award
- **Dr. Chad Brassil**  
Diversity Leadership Faculty Award
- **Jose Soto**  
Diversity Leadership Alumni Award
- **Peter Ferguson**  
Diversity Community Impact Award
- **Daelyn Zagurski**  
Promising Undergraduate Student Leader Award
- **Ritu Jadwani**  
Promising Graduate/Professional Student Leader Award
- **Middle Eastern and Northern African Student Association**  
Collective Impact Award

## Characteristics of Award Winners:

Individuals or groups must have demonstrated a significant contribution toward creating a diverse and inclusive UNL community through the implementation of policies, research, procedures, initiatives, or programs reflective of our core values and beliefs.

The contribution should be reflected in one or more of the following areas:

- Embedding diversity and inclusiveness into a structural or institutional aspect of UNL, such as policy, procedure, tradition, vision statement, or curriculum
- Recruiting and retaining of an excellent and diverse faculty, staff, or student body
- Demonstrating advocacy for social justice and intercultural awareness
- Raising and deepening awareness of equity, inclusion, and diversity issues from the point of view of research, employment, or the provision of services
- Creating a welcoming and supportive campus climate through efforts such as visibility, communication, and education
- Valuing diversity and promoting cultural competency in transformative ways that impact the activities of individuals, units, organizations, divisions, or departments
- Other areas critical to establishing inclusive excellence at UNL



The Office of Diversity and Inclusion held its inaugural Juneteenth Commemorative Celebration on June 20, 2022. The celebration featured details about the historic national holiday, opportunities for ongoing education, community activities and action, and information booths offered by several campus partners engaged in the efforts of inclusive excellence. The event drew students, staff, faculty, and community members to observe what is considered the oldest African

American holiday — one formally recognized by the federal government in 2021. Juneteenth commemorates the true emancipation of the many African Americans who, though designated free by the Emancipation Proclamation on Jan. 1, 1863, continued to be enslaved through the end of the Civil War in 1865. The celebration specifically marks the arrival of federal forces in Galveston, Texas, and the freeing of the last enslaved African Americans in the state on June 19.

# OASIS EVENTS



The Office of Academic Success and Intercultural Services held a number of events over the 2022-23 school year.

## Kickoff

OASIS ushered in the academic year with a fall kickoff event featuring a cultural performance by Samba Colorado. Over 100 attendees had the opportunity to interact and learn more about OASIS programs and activities. Participants were treated to Kona Ice. Over a dozen student organizations hosted informational booths and activities.

## Fiesta on the Green

In celebration of Hispanic Heritage Month, OASIS hosted its annual Fiesta on the Green, designed to educate, engage, and celebrate the rich histories and cultures of Latin America.

The event featured a traditional dance performance by Danza Folklorica Las Guanaquitas and a performance by the band Jarana. Band members are natives of Peru, Mexico, and the U.S.

The event, which over 200 people attended, also featured Mexican singer Alfredo Herrera, authentic food, and activity booths hosted by student organizations.

## Love Gala

OASIS partnered with TRIO and the William H. Thompson Scholars to put on Love Gala in the spring. Students celebrate friendship, culture, and community at the annual event. Over 100 participants were on hand for a culturally immersive runway show, music, and dance.

## Stroll Off

OASIS in partnership with Fraternity and Sorority Life, UNL Multicultural Greek Council, and UNL National Pan-Hellenic Council hosted the annual Stroll Off competition in the spring.

Over 600 people watched the performances. The event provides UNL and the Lincoln community an opportunity to see and meet these Greek chapters.



# HUSKER DIALOGUES

The annual Husker Dialogues are designed to introduce first-year students to communication resources and tools that allow them to engage in meaningful conversations. The initiative was restructured as a hybrid event in 2022, with both virtual and in-person options supporting the needs and accommodating the schedules of our incoming students.

Husker Dialogues held in-person events in 2022 for the first time since the pandemic began. The multiple in-person opportunities were supplemented by a more limited virtual experience.

The event is carried out by returning students, faculty, staff, and community partners who serve in a variety of capacities. Some of them are conversation guides, who facilitate the discussions among first-year students. Others serve in the areas of logistical coordination and support, communication and marketing services, curriculum development and learning resources, and campus and community outreach teams.



2022 Husker Dialogues, by the numbers:

**1,083**  
first-year students attended

**98.52%**  
of attendees agreed that the conversation guides promoted respectful discussion

**93.26%**  
of attendees agreed that they will attend an event focused on diversity and inclusion in the next year

**82%**  
of attendees felt more confident in discussing diversity and inclusion issues

**93.53%**  
of attendees agreed that the student stories increased their awareness of diversity in the campus community

**89.52%**  
of attendees agreed that learning about diversity and inclusion is important in their university experience

**74.43%**  
of attendees found the event thought-provoking



## STATE OF DIVERSITY

The Office of Diversity and Inclusion hosted its fourth annual State of Diversity event on October 26, 2022. Since 2019, this event has provided historical and key data points, reporting, and measurements of our institutional progress toward inclusive excellence. Faculty, staff, and students gathered in person and virtually where they learned of many successful efforts that embody inclusive excellence across campus and opportunities to make greater impacts at Nebraska. The event featured the following diversity leaders from across the country in a moderated conversation with Jamal Watson, editor at *Diverse: Issues in Higher Education*.

### 2022 PANEL DISCUSSION ON DIVERSITY



**Lynn Pasquerella**  
President of the American Association of Colleges and Universities



**Antonio Flores**  
President and CEO of the Hispanic Association of Colleges and Universities



**Carrie Billy**  
President and CEO of the American Indian Higher Education Consortium

## MULTICULTURAL HOMECOMING

### Distinguished Alumni

To increase connections between our multicultural alumni, academic faculty, and the current student body, the Chancellor's Commission on the Status of People of Color, the Jackie Gaughan Multicultural Center (JGMC), and the Nebraska Alumni Association invited all alumni to participate in special events during the 2022 homecoming weekend.

The Chancellor's Commission on the Status of People of Color recognized distinguished alumni from the university's nine colleges. This year's eight honorees:

- Susana (Brizuela) Eshleman** (1993) Business
- Aaron LaPointe** (2016) Agricultural Sciences and Natural Resources
- Norberto (Rob) Ayala-Flores** (1984) Journalism and Mass Communications
- Dr. Anitra (Webster) Warrior** (2005, 2007, 2015) Education and Human Sciences
- LaChandra Pye** (2009) Law
- Phuong Nguyen** (2014, 2017) Architecture
- Nicholas Gordon** (2011) Arts and Sciences
- Maurice Kimsey II** (2012) Engineering

### Hall of Fame Inductees

More than 70 students, alumni, faculty members, and staff members attended the 2022 JGMC Hall of Fame Awards luncheon.

The inductees for the Hall of Fame are below. The names come from Recognized Student Organizations within the JGMC. The Dr. Michael W. Combs Award honors a faculty member who lives the ideals of the late Dr. Combs. A campus influencer is selected as well.

- Lawrence Chatters** | Afrikan Peoples Union
- Joyce Sohl** | Mexican American Student Association
- John Tessalee** | Asian Student Union
- Kevin Abourezk** | University of Nebraska Inter-Tribal Exchange
- Catherine Wilson** | Dr. Michael W. Combs Award
- Austin Pena** | Influencer Award



### Notable events included:

**A Multicultural Social**  
Hosted by the Chancellor's Commission on the Status of People of Color, Nebraska Alumni Association and Alumni of Color Network

**A Jackie Gaughan Multicultural Hall of Fame Luncheon**  
Hosted by the Nebraska Alumni Association, Alumni of Color Network, Office of Diversity and Inclusion, and Office of Academic Success and Intercultural Services

**A Multicultural Homecoming Cocktail Mixer**  
Hosted by the Jackie Gaughan Multicultural Center (JGMC)



# FACULTY OF COLOR SYMPOSIUM

The annual Faculty of Color Symposium on Nov. 2, 2022, focused on instructional situations where the disruption of dialogue challenges the opportunity for faculty and students to share information and develop knowledge regarding diversity and inclusive excellence.

Symposium attendees heard that some faculty and students see a disconnect from the historical foundation of national and international social issues and concerns. In this environment, faculty who address social justice, diversity, and inclusion express feelings of distress, uncertainty, and anxiety in the context of classroom engagement. This disproportionately impacts faculty of color.

The keynote speaker, UNL graduate Dr. Tehia Starker Glass, serves as an associate professor of educational psychology and elementary education in the Department of Reading and Elementary Education at the University of North Carolina at Charlotte.

### Symposium Organizers

**Dr. Gwendolyn M. Combs**, director for Faculty Diversity and Inclusion as well as associate professor of management in the College of Business

**Dr. Dai Shizuka**, associate professor in the School of Biological Sciences

**Dr. Francisco Munoz-Arriola**, associate professor in the Department of Biological Systems Engineering and the School of Natural Resources

**Dr. Jeannette Eileen Jones**, Carl A. Happold associate professor of History and Ethnic Studies

**Dr. Cynthia Willis Esqueda**, associate professor in the Department of Psychology and Institute of Ethnic Studies

# MLK WEEK

The Office of Diversity and Inclusion's MLK Week celebration featured opportunities for service, education, and conversation in honor of the legacy of Dr. Martin Luther King Jr. The 2023 theme was "The fierce urgency of now." The week-long celebration offered events for students, faculty, staff, and members of the Lincoln community.

The Commemorative Celebration on Jan. 25 featured a keynote address by Olympic gold medalist and civil rights icon Tommie Smith, who at the 1968 Summer Olympics in Mexico City won the 200-meter sprint final with a world record time of 19.83 seconds. As the national anthem played, he and bronze medalist John Carlos raised their fists to protest racism and injustice against Black people in the United States. The symbolic moment propelled Smith into the spotlight as a human rights advocate. Smith and Carlos accepted the Arthur Ashe Award for Courage for the salute at the 2008 ESPY Awards.

In addition, the Chancellor's Fulfilling the Dream awards for 2023 were presented during the Commemorative Celebration to Lory Dance, associate professor of sociology and ethnic studies, and Dulce Garcia, who has a double major in advertising and public relations and journalism.

### The week's events included:

- JAN. 18** — A Conversation with Brian Stokes Mitchell, two-time Tony Award winner
- JAN. 23-27** — Engage Lincoln
- JAN. 24** — Late Night Dish It Up: Divine Nine Edition
- JAN. 25** — MLK Commemorative Celebration
- JAN. 27** — Inclusive Teaching Strategies That Foster an Anti-Racist Classroom
- JAN. 28** — Afrikan Peoples Union MLK Banquet

### MLK Week Committee Coordinators:

- Dr. Nkenge Friday**, chair of UNL MLK Week Committee, Office of Diversity and Inclusion
- Germán Ávila**, coordinator of MLK Week Committee, Office of Diversity and Inclusion
- Jerri Harner**, co-coordinator of MLK Week Committee, Office of Diversity and Inclusion



# COLLECTIVE IMPACT CONFERENCE



The Office of Diversity and Inclusion celebrates collective impacts across campus. To that end, we invited faculty, staff, and graduate students who champion DEI to an afternoon of connection, care, and development on March 30, 2023.

This collaborative event, organized by faculty and staff members at UNL, was designed to connect DEI champions with one another, celebrate and acknowledge the breadth of work happening across campus, and engage in well-being and professional development sessions that support individual and collective success.

**The conference:**

- Identified over 450 diversity champions from across campus through extensive online research, communication with unit supervisors and staff, the Council on Inclusive Excellence and Diversity, and college deans.
- Executed a conference with over 200 registrations, one plenary session, nine breakout sessions, and a reception.
- Initiated a partnership with Dining Services to “Continue the Conversation” by providing dining hall vouchers to those who want to continue connecting with people they met from across the university.

**CIC Organizers:**

**Dr. Jennifer PeeksMease**, assistant vice chancellor for inclusive leadership and learning, Office of Diversity and Inclusion

**Dr. Neeta Kantamneni**, director of faculty engagement and well-being, Office of Diversity and Inclusion

**JD McCown**, assistant director, Gender and Sexuality Center

**Rhonda Taylor**, administrative support specialist, OASIS and Jackie Gaughan Multicultural Center

**Genese Clark**, graduate assistant, Office of Diversity and Inclusion



## #NCLUDE

#NCLUDE (Nebraska Community of Learners Understanding Diversity through Education) was completely redesigned around small groups that meet six times a semester, with one final meeting of all #NCLUDE members. The redesign had several goals in mind:

- To create the context for sustained small group interaction that builds relationships of support and accountability.
- To create, support, and connect opportunities for #NCLUDE to be embedded in departments and programs across the university.
- To decentralize the work of identifying topics, building curriculums, and growing #NCLUDE participation.

#NCLUDE also became the banner program for UNL’s CEO Act!on commitment, creating more CEO interaction and connection with people who are “on the ground” doing the work of diversity, equity, and inclusion (DEI).

We developed #NCLUDE partnerships with the Center for Transformative Teaching and with the Office of Research and Economic Development to connect ongoing efforts to the #NCLUDE structure.

We developed #NCLUDE Anchor Training, which was offered to support 17 group hosts from across the institution.

We organized 12 #NCLUDE groups with 100+ registrations.

**Topics for #NCLUDE groups included:**

- Practicing Inclusive Leadership
- Creating an Inclusive Team Culture
- Creating Inclusive Online Communities
- Academic Ableism
- Facilitating Dialogue

As part of the inclusive leadership and learning efforts of the Office of Diversity and Inclusion, we focused on three major areas during the 2022-23 academic year:



**Redesigning #NCLUDE**, which stands for Nebraska Community of Learners — Understanding Diversity Through Education



**Streamlining and tracking educational requests**



**Instituting the Collective Impact Conference**





# DIVERSITY EDUCATIONAL REQUESTS



We at the Office of Diversity and Inclusion delivered over 100 education sessions, trainings, and workshops.

- All Are Welcome - 10
- New Employee Orientation - 8
- OUCH! - 12
- Speaker Request - 28
- UndocuAlly - 2
- OASIS Orientation - 2
- Psychological Safety & Inclusive Excellence - 2
- Custom Built Training - 9
- OASIS Information Table - 28
- ODI Information Table - 3
- Implicit Bias - 5
- Setting Annual Review Goals - 1
- Inclusive Client Service - 1
- Constructive Engagement with People & Ideas - 1

**TOTAL: 112**

## SISTERCIRCLE

Sister Circle is a drop-in support group for students who identify as African and African American women. (Non-binary students who identify as African and African American have also attended.) The group is supported by staff from the Office of Diversity and Inclusion and Counseling and Psychological Services. It meets weekly through the school year. Students in the group have leadership opportunities in civic engagement, planning, and marketing of events.

During Black History Month 2023, Sister Circle held an inaugural tea focused on community building and the mental health needs of African and African American women. Twenty-seven students, faculty, and staff members attended.

Group members participate in social events (i.e., attending an art exhibit or a student group's banquet) and volunteer activities in the Lincoln community. Sister Circle is an example of UNL working toward the N2025 goal that focuses on inclusive excellence and diversity.



## ODI AT THE EAST CAMPUS UNION

The Office of Diversity and Inclusion hosted its second annual ODI at East Campus. The celebration of inclusive excellence offered games, music, and fun. The event was an opportunity to learn more about the efforts and initiatives of ODI. It attracted over 200 attendees to the FEWS2 space in the visitor center at Nebraska East Union. The event featured interactive activities, treats, an opportunity to learn how to become engaged with diversity and inclusivity on campus, and a chance to meet ODI staff.



# IMPACTING EXCELLENCE

THROUGH COMMUNITY ENGAGEMENT



## STAR CITY PRIDE PARADE

**The University of Nebraska–Lincoln was well-represented in Lincoln’s Star City Pride Festival on June 17-18, 2022.**

People from across Lincoln gathered downtown to support the LGBTQIA+ community for the second annual Star City Pride Parade on June 18.

Pat Tetreault, director of the university’s LGBTQIA+ Center and the Women’s Center, served as grand marshal of the parade. The selection took on

deeper meaning as the university’s LGBTQIA+ Center received a Stellar Legacy Organization award during the Pre-Pride event June 16.

The Pre-Pride event also honored Corrie Svehla with a Stellar Legacy award for community involvement and leadership. Svehla serves as client services coordinator with IT Services at UNL, supporting the Office of the Chancellor and other university leaders.



# SHELDON MUSEUM OF ART

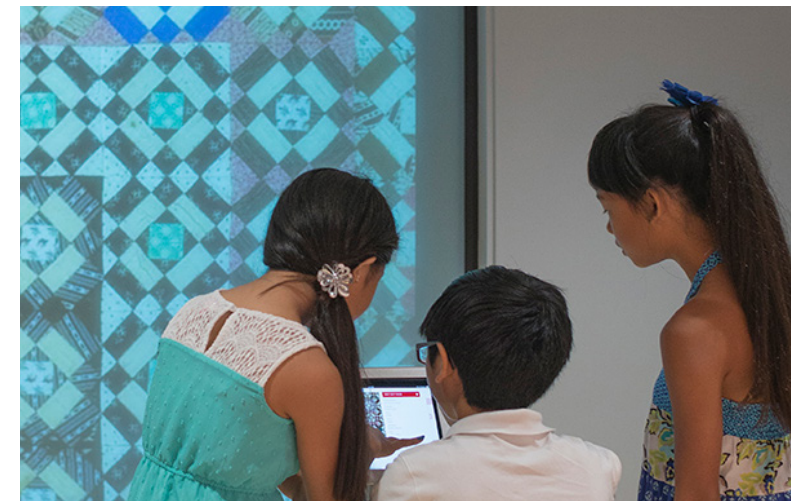
Through our collections, exhibitions, and programs, Sheldon Museum of Art inspires inquiry and discovery, serving the University of Nebraska, the state, and beyond. A range of inclusive and relevant programming — all of which is free — highlights multiple voices, perspectives, and experiences for our audiences. Offerings range from accessible, creative making activities on First Fridays, to public presentations by and conversations with diverse artists and scholars, to graduate students reading poems they have written in response to works of art, to Sheldon Statewide, an annual exhibition and outreach program that brings art from Sheldon’s collection to communities across Nebraska.

Another initiative is the Sheldon Student Advisory Board Acquisition Project. The board, which is open to all University of Nebraska students, is a cross-disciplinary group that meets weekly to learn about museum operations, exhibition and engagement strategies, and more. Each year, the group researches and recommends a work of art for acquisition. With funding from the museum, the group participates in an acquisition process that rigorously mirrors that of the curatorial staff. For 2022-23, the students selected photographs from Monterrey, Mexico-based artist Alejandro Cartagena’s *Carpoolers* series, which sheds light on increasing income inequality and suburban expansion in Mexico.

# THE INTERNATIONAL QUILT MUSEUM

The International Quilt Museum’s core values and mission are founded on diversity: to build a global collection and audience that celebrate the cultural and artistic significance of quilts. We steward the largest publicly held collection of quilts in the world, representing, preserving, and celebrating the cultures and traditions of over 65 countries and counting.

The museum strives to integrate diversity, equity, and inclusion into its operations and outreach through social media, weekly virtual programming, newsletters, and presentations. We welcome and strive to create opportunities for diversity, equity, and inclusion in our advisory board, our team, our collaborations, and our visitors.



## EDUCATIONAL PROGRAMMING AND OUTREACH

Recent examples:

- The museum hosted the Lincoln Chinese Square Dance group at a First Friday event.
- Dr. Annette Gero, and Australian quilt historian and honorary life member of the International Quilt Museum’s Advisory Board, lectured on her research and world-renowned wool soldiers quilt collection.
- Navajo/Diné artist Susan Hudson presented the museum with one of her quilts during a spiritual transfer ceremony conducted outdoors on the museum’s grounds. The public was invited.
- The museum hosted students from the Lincoln NAACP Youth Council and the Lincoln Public Schools Arts and Humanities Focus Program to meet with Harvard University alumnae Sara Trail, the founder and director of the Social Justice Sewing Academy, as a part of a mini-quilt project focused on highlighting student voices in response to social justice issues.

## EXHIBITIONS

During this past year, the museum acquired quilts from 30 countries and held exhibitions that advanced the understanding of cultural diversity. Recent examples of exhibitions:

### Painted Quilts from the Hopi Mesas:

The Hopi people of northeast Arizona live in 12 villages dotted across First Mesa, Second Mesa, and Third Mesa. Quilt making became a tradition after its introduction to Hopi women by Christian missionaries more than 100 years ago. Hopi artists draw upon designs unique to their culture, often seen in pottery and baskets.

### Diverse Traditions: South Asian Quilts:

South Asia is rich in quilt making traditions. Women have made quilts for centuries and have used them in a multitude of ways: as bed covers, seating mats, tent panels, and dowry items. The exhibition’s Indian and Pakistani quilts highlight the varying techniques, color palettes, and formats found among different ethnic and regional groups.

### An Evolving Vision: New Horizons:

This exhibition presented a sampling of our international collection through a diverse group of textiles from 17 countries. The textiles range from quilted and patchwork garments to narrative appliqué hangings to bed quilts. They illustrate why quilts are integral and meaningful to so many cultures.

### Journey to Japan:

The museum commissioned quilts from ten of today’s top Japanese quilt artists and teachers, asking each artist to select a piece in our collection from the original *Abstract Design in American Quilts* exhibition and to respond to it using her own techniques, materials, and aesthetic approach.



# EXCELLENCE IN TEACHING & PRACTICE



## COMMUNITY JUNETEENTH CELEBRATIONS

**The Office of Diversity and Inclusion participated in two community Juneteenth celebrations in Lincoln in 2022.**

Hundreds gathered at Trago Park outside the Malone Community Center on June 18 to celebrate with food, live entertainment, and games. While the Malone Center has been celebrating this holiday for years,

2022 marked the second year that Juneteenth was a recognized federal holiday and the first year it was a paid day off for Lincoln's city employees.

The F Street Community Center hosted its event on June 25. Activities included a 3-on-3 basketball tournament, face painting, water park events, jump rope exhibitions, live performances, and prizes.

# COLLEGE OF ARCHITECTURE

Diversity and inclusion are central to our mission and pursuit of excellence at the College of Architecture. Each person has something to gain from and offer to our community of learning, discovery, and outreach. Our aim is to foster an inclusive culture with diverse perspectives united by the transformative power of planning and design. All are welcome in the college.



A point of pride to report involves the undergraduate enrollment by ethnicity: The percentage of the college population designated as racial/ethnic students rose to **29.2%** in fall 2022 from **24.9%** the previous fall. This is a **4.3%** point increase, reflective of the special initiatives and concerted efforts to increase the diversity within the college student body.

A signature initiative of the college in October 2022 was to host the “Say It Loud” interactive traveling exhibition featuring diverse designers including two current UNL students and 24 alumni. The 20-foot shipping container was transformed into a “Diverse Designers Library” exhibit that showcased the work, quotations, and video interviews of 45 Nebraska-based minority designers. The exhibit was on campus, open to the public, for one week.

The Hyde Lecture Series, a long-standing endowed program within the College of Architecture, again brought diversity of thought and experience to the campus. As an example, the final speaker in this year’s series, Rana Abudayyeh, presented “Becoming Dynamic.” She spoke of spatial frameworks that examine the role of design in today’s shifting realities and its aptitude for generating and supporting new forms of belonging.

Additional opportunities for students to interact with diverse professionals were provided through the diversity panels in both fall and spring sponsored and hosted by the National Organization of Minority Architects Students (NOMAS) and Lunch and Learn sessions co-sponsored with other student organizations.

Finally, the college is in the process of joining the Deans’ Equity and Inclusion Initiative, a growing group of administrators working to build diversity in the academic community. An important intention of this group is to foster the mentoring of a next generation of diverse faculty in pursuit of successful academic careers in design schools.

# COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences (CAS) strives to be a leader in inclusive excellence at the University of Nebraska-Lincoln.

## Student Success

The pandemic hit underrepresented minority communities hard; retention and graduation rates declined significantly when the pandemic started. In CAS we have been working hard to support every student’s success and are beginning to see some positive outcomes: First-year retention rates for students who are underrepresented minorities were up 4.7 percentage points to 77.1% in fall 2021; four-year graduation rates for the class of 2018 were up 2.7 percentage points to 33.3%. Clearly, we still have a lot of work to do.

Students play a direct role in the research and creative mission of CAS, and we continue to expand opportunities for hands-on experiential learning. Recent examples:

- Undergraduate students engage in rigorous analysis of the law in the Digital Legal Research Lab, an interdisciplinary hub for the social scientific study of freedom-making in the United States. This program is led by History Professors William Thomas and Katrina Jagodinsky and funded by the National Science Foundation through the Research Experience for Undergraduates Sites program.
- Upward Bound Math-Science Research Bridge Program in the Life Sciences provides a mentored research experience for first-generation and underrepresented students and supports students’ transition from high school to the study of life sciences at UNL. This new initiative is a partnership between the School of Biological Sciences and TRIO’s Upward Bound Math-Science Program. Dr. Marianna Burks (SBS and TRIO) and Dr. Kristi Montooth (SBS) are the co-directors of this program, funded by NSF.
- An alum of the Creative Writing Program in the Department of English, Claire Jiménez, was featured in national media for her new novel, “What Happened to Ruthy Ramirez?”

## Leadership and Research That Advances Inclusive Excellence

The faculty and staff of the College of Arts and Sciences are leaders in scholarship, teaching, mentoring, and service that advance inclusive excellence at UNL. Recent examples:

- The School of Biological Sciences and the Department of Mathematics were honored with the Chancellor’s Outstanding Contribution to Women Award for their outstanding contributions in creating a climate that encourages individuals identifying as women to succeed at UNL.
- Dr. Chad Brassil of the School of Biological Sciences was recognized with the ODI’s Diversity Leadership Award for Faculty.
- The Center for Great Plains Studies led “A Year of Reckoning and Reconciliation.” The events focused on land dispossessions and return, racial violence and repair, and environmental harm and justice.
- Timothy Schaffert, Susan Rosowski Associate Professor of English and director of the Creative Writing Program, planned a jubilant celebration of 50 years of LGBTQ study at the University of Nebraska. The celebration included a marker dedicated to Lou Crompton, Professor of English, who offered the first interdisciplinary LGBTQ course in the nation.



# COLLEGE OF BUSINESS

The College of Business continued a year of expanding diversity and inclusion for faculty, staff, and students. Highlights of some of the key initiatives and programming during the 2022-23 year:



### Dean's Inclusive Excellence Advisory Board

Our board, made up of faculty, staff, students, alumni, and business partners, continued to meet quarterly. The board helped us revise our diversity and inclusion goals. The advisors' areas of focus are benchmarking and data; climate survey; programming and marketing; and curriculum and inclusive teaching.



### Programming through our Diversity and Inclusion Gathering Space (DIGS)

The college hosted Spanish and Vietnamese Speaking Luncheons. The meals promoted inclusivity through exploring different languages and indulging in ethnic foods. The events also provided an opportunity for students, staff, and faculty to connect outside a traditional classroom setting and create more personal connections.



### Inclusive Business Leaders program

Focusing on providing programming to develop more inclusive leaders, first-generation and underrepresented freshman students engage in various activities that expose them to various businesses and opportunities outside of the classroom.

The Inclusive Business Leaders program won the 2022 Best of CASE (Council for Advancement and Support of Education) District VI Award in the category of Leadership: Diversity, Equity, and Inclusion Initiatives.



### Inclusion, Diversity, Equity, and Access (IDEA) Committee

The committee reviewed the annual Inclusive Excellence and Diversity Award nominations for the college in the categories of faculty and staff; students; and group (department or unit). One award was made to a graduate student: Lara Garrido, Ph.D. candidate in Hispanic Studies in the Department of Modern Languages and Literatures.

In addition, the committee reviewed funding requests for three events. It awarded support for the UNL Women's Center Gender Equity Conference in fall 2022 as well as a GEM event for recruiting underrepresented students in STEM to be held early in the 2023-24 academic year.

The committee supported a virtual writing retreat hosted by the Writing Center in May with particular encouragement for CAS faculty at the associate level to participate to help move toward promotion.

The committee discussed how to review policies with an equity lens to address the action items in the CAS Strategic Plan. The committee has organized a plan for reviewing policies, such as department and unit tenure and promotion, to start early next academic year.



### 2022-23 committee members:

#### Faculty:

- Christine Kelley** (Sciences; Mathematics)
- Kathy Chiou** (Social Sciences; Psychology)
- Kelsy Burke** (Social Sciences; Sociology)
- Lynne Elkins** (Sciences; Earth and Atmospheric)

#### Staff:

- Emma Perry** (Humanities; Writing Center)

#### Graduate student:

- Kaitlin Tadem** (Mathematics)

#### Undergraduate students:

- Mason Mandolfo** (Philosophy/Biological Sciences)
- Kate Vermilyea** (English/Psychology)

## The college also hosted guest speakers:



**Rob Anarfi**, the chief risk officer at Beazley PLC, spoke at a seminar in April of his experiences as an industry leader in diversity, equity, and inclusion.



**Tara Ballard**, a UNL professor and author, discussed the history and implications of gender in poetry during a celebration of Women's History Month.

# COLLEGE OF EDUCATION & HUMAN SCIENCES



CEHS advanced the representation of men and women of color on named buildings on campus with the renaming of the Human Sciences Building on East Campus to the Gwendolyn A. Newkirk Human Sciences Building. The request to rename the building was initiated and supported by the Chancellor's Commission on the Status of People of Color. A renaming celebration was held in September 2022. Newkirk was a longtime faculty member and administrator at CEHS.

**Diversity and inclusive excellence are central to the mission of the College of Education and Human Sciences. We are committed to the development and dissemination of knowledge across our three grand visions: thriving young children, comprehensive health and well-being, and strong communities.**

In curriculum, all departments participated in a comprehensive diversity audit through which faculty reflected more deeply on the inclusion of DEI content and practices in courses offered by their departments. Our 39 undergraduate programs range from communication sciences and disorders to textiles, merchandising and fashion design. CEHS prepares professionals and scholars to engage meaningfully with the growing diversity in our region, nation and global community.

Our innovative and equity-minded research includes a project to explore how Nebraska policymakers define learning equity and will identify ways educational leaders can effectively support more equitable learning in the state's K-12 schools.

To grow our community, the college implemented the BRIDGE (Breakthrough Recruitment for Inclusive Diversity Growth and Excellence) best practices guide for faculty and staff searches.

Now all search advisory committees receive DEI training at the start of each search to recruit and hire faculty. Diversity ambassadors help guide our work.

We take pride in the ongoing advocacy and educational work undertaken by faculty and student-led organizations, such as the Racial Literacy Roundtables, Racial Justice Alliance, and Advocating for Inclusion, Respect and Equity (AFIRE).



# COLLEGE OF ENGINEERING

The UNL College of Engineering (COE) is committed to increasing diversity and inclusion among its faculty and students, and to fostering an inclusive and welcoming culture within the college. Over the past year, the college has made significant strides toward achieving these goals. These include increasing the representation of women faculty and undergraduates and increasing the number of students from underrepresented racial and ethnic groups in science and engineering disciplines. Additionally, COE has gained diversity in leadership roles, with three of the six academic units now led by women.

To continue promoting diversity and inclusion, COE has also implemented robust student recruitment initiatives such as the Peter Kiewit Foundation Engineering Academy and the Kiewit Scholars Program, which have enrolled 70 percent women and 44 percent scholars from underrepresented racial and ethnic groups.

COE will continue to prioritize initiatives that enhance diversity, equity, and inclusion and will monitor and measure progress toward these goals.



One significant achievement that the COE is particularly proud of is its recent recognition as one of only three U.S. engineering colleges to receive Silver-Level Recognition from the American Society for Engineering Education Diversity Recognition Program. This prestigious award recognizes the college's sustained progress in promoting diversity, inclusion, and degree attainment outcomes for students from underrepresented racial and ethnic groups.



# LIED CENTER FOR PERFORMING ARTS

**Our overarching aim at the Lied Center for Performing Arts is to create a climate that emphasizes, prioritizes, and expands inclusive excellence, diversity, and staff success. We are focusing both externally, on the artistic offerings we present to the community, and internally, on creating an environment for staff, volunteers, student workers, and audience members**

**that is ever more welcoming, inclusive, and accessible. The goal is to ensure that the Lied Center reflects the vibrant, diverse community we are so fortunate to be part of, telling stories that change minds and open hearts, and creating a space where all are welcomed and celebrated.**

The MOSAIC Series spotlights the Lied Center's commitment to artistic excellence, integration, and social responsibility and advances education and awareness around diversity, equity, and inclusion. By offering global perspectives through music, dance, and theatre, the MOSAIC Series strives to raise cultural awareness and empathy for diverse human backgrounds.

During the 2022-2023 season, the Lied curated MOSAIC programming in conjunction with the performances of Camille A. Brown and Dancers, Tony Award winner Brian Stokes Mitchell, Ajijaak on Turtle Island, and We're Muslim, Don't Panic with Amirah Sackett and Mr. MiC.

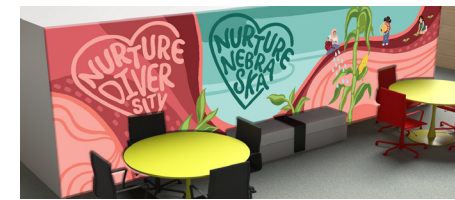
Outreach and engagement highlights included a social dance workshop connecting historical and current dance trends with roots in African movement; a conversation with Brian Stokes Mitchell and Dr. Nkenge Friday, UNL's senior assistant vice chancellor for strategic initiatives, on the work of Black Theatre United; an in-depth residency with IBEX Puppetry and our local Indigenous communities, which included the development of an innovative land acknowledgment model; and connecting Muslim American artist Amirah Sackett with the UNL Muslim Women's Collective for hip-hop movement and fellowship during Ramadan. Sackett also served as keynote speaker for the UNL Women's Center's Women's History

Month Celebration, hosted at the Lied Center.

Our MOSAIC Series outreach programs served over 2,500 people, with thousands more UNL and Lincoln community members experiencing associated student matinee and evening performances at the Lied Center and in our Nebraska communities through the Kennedy Center Partners in Education and Arts Across Nebraska programs.

# COLLEGE OF JOURNALISM & MASS COMMUNICATIONS

The College of Journalism and Mass Communications is deeply committed to advancing diversity and inclusion in our curriculum, our culture, and our climate. Our activities in 2022-23 focused on welcoming individuals from all backgrounds and creating an inclusive environment through our instructional, co-curricular, and climate-based activities.



## BL Diversity Design Challenge

In partnership with Nebraska advertising agency Bailey Lauerman, the college hosted the second annual BL Diversity Design Challenge, which provides students an opportunity to design a mural representing diversity in Nebraska. The winning design is installed as a mural in Andersen Hall, and the winning designer earns a \$1,000 scholarship.



## Experience Lab at the Bay

In terms of instructional activities, CoJMC developed an Experience Lab at the Bay in 2022. After securing a \$30,000 grant from the Cooper Foundation to launch the Experience Lab at the Bay, the college plans a second year of the program, which provides opportunities to underrepresented high school students to explore media through hands-on learning while earning college credit.

## Global Eyewitness

We completed a one-year redesign of the Global Eyewitness program, which provides students the opportunity to travel internationally to create a multimedia project documenting efforts to find solutions to global issues. Students will travel to Vietnam in January as part of this program.

## Multicultural Homecoming

The college welcomed Norberto (Rob) Ayala-Flores, a 1984 graduate and owner of Puente Marketing in Kansas City, Mo., to speak in classes and connect with students as part of Multicultural Homecoming.

## New Diversity Plan

The faculty unanimously approved a new Diversity Plan with four components: developing a diverse and inclusive culture and climate; recruiting and retaining a diverse study body; incorporating diversity, equity and inclusion in the college curriculum; and increasing diversity among faculty and staff.

## Book Club

The college's book club discussed two books in 2022-23: *Community as Rebellion: A Syllabus for Surviving Academia as a Woman of Color*, by Lorgia García Peña, and *Real Queer America*, by Samantha Allen

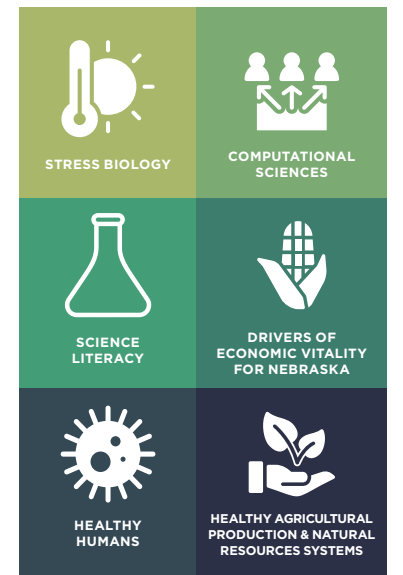
## Faculty Innovations and Explorations

And finally, Faculty Innovations and Explorations, the monthly CoJMC professional development workshop, included the topics of Crucial Conversations About Diversity and A Diversity in the Classroom Roundtable, where faculty brought in new ideas about how to be more inclusive in teaching.





# INSTITUTE OF AGRICULTURE & NATURAL RESOURCES



## Vice Chancellor's Office

- All IANR academic units and divisions have a committee or group that has a focus on belongingness, inclusion, and equity.
- Climate surveys were conducted in academic units, and results led to action plans.
- A policy rubric with an equity lens was developed and used to evaluate IANR-level policies and procedures.
- The IANR faculty and administrator search process was refined to strengthen its emphasis on six vital behaviors of inclusive excellence.
- Data was collected on the search and hiring processes for faculty and administrators. A plan was developed for how the data will be used moving forward.
- Faculty and administrator diversity profiles and profiles of applicants for faculty and administrator jobs were examined.
- Outward facing materials were re-examined through the lenses of belonging and inclusion.
- All IANR academic units and divisions are developing mentoring plans for faculty members who are early in their careers.
- A Women Supporting Women group was developed to support women faculty members and to advance supports for faculty success.
- Faculty evaluation documents and processes were examined and improved through the use of an equity lens. Equity-minded evaluation practices were implemented.
- Faculty activities in the diversity, equity, and inclusion space received a comprehensive accounting and assessment.

## IANR Human Resources

A new learning and development session focusing on workplace climate and culture was implemented statewide for IANR employees. Two of the six sessions shared curriculum content and facilitated discussion on creating an environment where “every person, every interaction matters” and on developing a workplace culture of belonging. Staff also discussed how to set clear boundaries based on their values; the boundaries can lead to safe spaces for themselves and others in the workplace.

IANR added a question about belonging to the employee-led performance management system and the biannual performance review process. This is the first step in adding more reflection on DEI within the performance management process.

A voluntary book club and study experience was implemented for the summer involving a DEI perspective and content. This initial group met in-person to foster stronger relationships and facilitate discussion among staff.

# COLLEGE OF LAW

**At the College of Law, we understand that lawyers are leaders. We develop students into inclusive advocates of justice who are eager to solve problems and serve with integrity. They learn how to meet the needs of clients from diverse backgrounds and cultures through service to their community. Students also gain hands-on experience through a growing number of clinical programs and have access to expanded opportunities through our field placement (externship) program, updated in spring 2023.**

Nebraska Law has recently collaborated with Creighton Law, the Nebraska State Bar Association, and 16 law firms and corporations to form the Nebraska Legal Diversity Council. The NLDC aims to improve diversity, equity, and inclusion within Nebraska’s legal profession by focusing on recruitment and retention of diverse students and future lawyers. This is the first statewide model to be implemented with the collective involvement of the entire legal community.

In February, faculty from the College of Law and a team of Nebraska historians were awarded a four-year, \$1 million grant from the Andrew W. Mellon Foundation to establish a new academic program focused on history and civil rights. The group has collaborated on launching a curricular, research and collaboration hub that will position Nebraska as a national leader in education and scholarship focused on the relationship between U.S. law and race in American history.

### Agricultural Research Division

- A research workshop for new faculty emphasized strategies for valuing diversity, creating opportunity, and fostering inclusive environments.
- The new Women Supporting Women group placed structure on attempts to support the success of women faculty members in IANR. A steering committee to WSW will provide a panel discussion and session about women in STEM at the Agricultural Research Division (ARD) annual meeting.
- ARD was a key sponsor and participant in the 2023 Nebraska Women in STEM Conference.
- The principles of diversity, equity, inclusion, and accessibility (DEIA) were systemically implemented in all our functions including searches, grant applications, mentoring, fellowship awards, and faculty awards.
- The ARD associate dean, Tala Awada, serves on the Diversity Catalyst Committee of the Association of Public Land Universities.
- The ARD associate dean serves on an ad hoc committee with the APLU charged with addressing branding and marketing for the Agricultural Experiment Station in a way that advances diversity and inclusion in agricultural research.
- The ARD Dean's Office provides help and guidance for the development of DEIA plans for research grant proposals.
- ARD recruited underrepresented students from Nebraska and across the nation for the Crop-to-Food summer program. The program is led by UNL's Center for Plant Science Innovation.
- ARD partnered with Bayer Crop Sciences on a mentoring program for graduate students.
- ARD is actively seeking to increase the representation of its faculty and staff on university-wide committees and commissions charged with addressing issues related to equity and inclusive excellence.



## College of Agricultural Sciences and Natural Resources

### MANRRS

UNL's chapter of Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) successfully completed its first full calendar year as a re-established chapter. Membership grew from six to fifteen members during the spring and fall of 2022. Members have a camaraderie and increased sense of belonging. Students attended the MANRRS Regional Conference in Ohio and claimed two first place and two second place awards in competition.

### Emerging Leaders in Diversity

The program focuses on the development of leadership skills, professionalism, and inclusive excellence. Over the 2022-23 academic year, the group participated in Ouch! diversity training, REACH suicide prevention training, resume building at the Diversity and Inclusion Gathering Space, a public speaking workshop, and an outdoor challenge course.

### Cultivate ACCESS

Cultivate ACCESS is a program with a vision for a thriving agricultural system that embraces diversity. The program has impacted educators and scholars from over 20 communities across Nebraska. Cultivate ACCESS is developing a new generation of agricultural leaders through programming for high school educators, college students, and high school youths. The 2022-23 cohort included 20 high school students from five schools across Nebraska who participated in a virtual summer community of practice. The program also included seven undergraduate student mentors from varying majors across CASNR and the broader campus community. Cultivate ACCESS was established through funding from the National Institute of Food and Agriculture, an agency of the U.S. Department of Agriculture.

### Inclusive Classroom

#### Discussion Series

Participants in the discussions dedicated hundreds of hours to their own growth and development on creating inclusive learning spaces through discussions, professional development, book clubs, and more.



#### **JEDI Digital Badge**

A digital badge indicates knowledge, skills, and competencies gained through learning. The JEDI badge explores aspects of cultural awareness, openness, and identity that are foundational to concepts of justice, equity, diversity, and inclusion (JEDI).

#### **Beyond the Box**

CASNR is using its Change Maker award to encourage and recognize students who are making a difference in the world. Lydia Storm, an undergraduate in biochemistry, proposed Beyond the Box, an interactive career exploration resource that leverages Museum-in-a-Box technology to bring to light the achievements of Black scientists and women in agriculture and natural resources fields.

#### **Early College and Career Pathway programs**

The programs increase access for learners that have a passion and career interests aligned with Food, Energy, Water and Societal Systems (FEWS2). Participants come from Lincoln Public Schools, Omaha Bryan High School, Scottsbluff High School, the school districts of Educational Service Unit 16, the postsecondary and secondary schools of the Northeast Nebraska Agriculture and Natural Resources Education Compact, and the Indigenous education programs of the Lincoln and Omaha school districts.

#### **Nebraska Extension**

- A mentoring plan for newly hired educators and specialists was implemented.
- An Extension instructor position was created in an effort to provide opportunities for faculty careers and to build a workforce.
- The Reaching One, Reaching All (RORA) team continued to help ensure that diversity, equity, and inclusion remained a focus in Extension programming and throughout the Extension network.
- The Native American Coalition increased its visibility and influence.
- The trend of faculty hires within Extension has contributed to greater diversity among Extension educators and specialists.
- The Extension executive leadership team completed Navigating Differences training provided by RORA.
- Extension has implemented emotional intelligence training, which provides faculty and staff with skills to harness emotional intelligence in ways that create environments of inclusion.
- Extension has implemented system wide training of its updated Extension Program Planning Model, which includes specific questions at each step to check for inclusion of all who need to be represented.
- SNAP-Ed, a nutrition education program, and the Expanded Food and Nutrition Education Program tracked changes in their usage by American Indian participants in Nebraska.
- Extension formed a collaboration with Yazidi farmers and the Lincoln program Community Crops.
- The Social Determinants of Health screening tool was systematically integrated into multiple program areas.
- Extension piloted the use of handheld translation devices at county offices to access Extension programming.

# EXCELLENCE IN LEADERSHIP, POLICY, RESEARCH & DEVELOPMENT



# INSTITUTIONAL EQUITY AND COMPLIANCE

The Office of Institutional Equity and Compliance (IEC) serves as the civil rights office for UNL and investigates reports of sexual misconduct, discrimination, or harassment. The office receives reports from members of the university community regarding misconduct, offers resources to help educate people about preventing sexual misconduct, discrimination, and harassment, and provides supportive measures to restore or preserve equal access to the university's educational programs and activities.

IEC also leads efforts to ensure the campus is accessible. The office is home to Faculty and Staff Disability Services and the Accommodation Resource Center. IEC also coordinates the university's legal obligation to provide equal employment opportunities.

IEC offers a variety of trainings for the campus community, including the required online Sexual Misconduct Prevention and Response Training for students, faculty, and staff; Search Process Seminars, which are required of participants on search committees; and optional Americans with Disabilities Act/Section 504 training for individuals with supervisory responsibilities.

IEC added four workshops to its catalogue during the 2022-23 year: A Is for Accessibility, B Is for Barriers, the Sexual Misconduct Response Workshop for Faculty and Staff, and the Sexual Misconduct Response Workshop for Graduate Assistants.



## FACULTY AFFAIRS

Faculty Affairs provides activities, initiatives, and policies that support faculty careers, enhance faculty productivity, recognize faculty excellence, cultivate academic leadership, and promote an inclusive campus climate. Diversity, equity, and inclusion are infused throughout everything we do.

UNL's participation in the Association of Public and Land-Grant Universities' IChange initiative, which seeks to diversify STEM faculty nationally, is co-led by Faculty Affairs and the Office of Diversity and Inclusion. UNL's membership in the National Center for Faculty Development and Diversity is a collaboration among Faculty Affairs, ODI, and the Institute of Agriculture and Natural Resources.

Faculty Affairs works closely with the executive vice chancellor and the academic colleges on dual career opportunities, opportunity hires, and retentions. Successfully managing these faculty actions is crucial to a vibrant and diverse faculty.

Faculty and leadership development programs are designed to ensure inclusivity in both participation and content. These include the New Faculty Development Program, the Leadership Series for Department Executive Officers and Associate Deans, FLAIR (Faculty Leadership in Academia: From Inspiration to Reality) and NU DEAL (Developing Excellence in Academic Leaders Program) as well as programs through the Big Ten Academic Alliance including the Deans Leadership Program, the Department Executive Officers Program, and the Academic Leadership Program. Our Faculty TipSheets — provide practical advice to faculty, including guidance on providing inclusive and supportive environments for their colleagues and students.

During the 2022-23 year, Faculty Affairs increased its partnerships with the Office of Diversity and Inclusion. For example, it reworked its Civil Discourse professional development workshop into a Constructive Engagement workshop.



# UNIVERSITY LIBRARIES

University Libraries had a productive year in creating exhibits and programs, supporting campus and national inclusive excellence and diversity programs, and acquiring diverse content and collections. Changes in policies and procedures improved recruitment efforts and acknowledged the inclusive excellence and diversity activities in evaluations. University Libraries identified strategic initiatives and partnerships that aligned with our commitment to **“taking active steps towards inclusive excellence by deeply integrating diversity, equity, inclusion, and access in all our everyday work.”**

## Programs and Events:

- Library staff organized six programs, curated three exhibits, supported four campus events, and supported two national conferences during the 2022 calendar year. Our most successful event was our Juneteenth “Hidden in Full View” film screening.
- UNL Professor William G. Thomas III, Angle Chair in the Humanities and professor of history, joined the conversation about the challenges of finding archival materials from underrepresented populations as he has discovered in his research projects.
- Another highlight was a lunch and learn session for library staff during Asian American Heritage Month. Our project archivist Maddie White discussed how archives handle reparative description work on the journalism papers of Vietnam War correspondent Beverly Deepe Kever.
- Archives and Special Collections collaborated with English faculty to curate the “Unkissed Kisses” exhibit, which drew its name from a poem by Oscar Wilde. The exhibit, located on the second level of Love South Library, highlighted UNL’s rich LGBTQ+ history.
- At the end of the year the library hosted a traveling exhibit from the University of Nebraska at Omaha called, “Charting Our Path: Celebrating 50 Years of Black Studies.”



## Content and Collections

The library made five major collection acquisitions to increase the primary source materials that focus on underrepresented racial and ethnic populations. Faculty, students, and staff can use the new material in their assignments and research.



## Strategic Initiatives

- The library highlights the research and scholarly activities that include the major initiatives that are grant funded or require an investment of funding and resources. These projects will increase access to content and forge partnerships to support ongoing digitization and research projects to uncover hidden, missing, or erased narratives. Nebraska also invested in the Big Ten Academic Alliance’s Reveal Digital project to collect and make accessible a “Behind the Scenes of the Civil Rights Movement” collection.
- The Center for Digital Research in the Humanities received a National Endowment for the Humanities grant to continue its digitalization of historic Nebraska newspapers. The grant will help increase the diversity of represented newspapers to include more foreign language titles as well as papers published by Nebraska’s suffrage proponents. Other CDRH initiatives and research grants include African Poetry Book Portal, Genoa Indian School Digital Reconciliation Project, Nebraska Stories of Humanity: Holocaust Survivors and the World War II Liberators. Through ARL, we are supporting national Truth, Racial Healing and Transformation advocacy work, and through BTAA, a team of librarians from our Teaching Partnerships department is working on developing antiracist lesson plans for information literacy instruction.

# OFFICE OF RESEARCH & ECONOMIC DEVELOPMENT

The Office of Research and Economic Development is committed to fostering diversity and inclusion across the range of our research and creative activity. Following are examples of ways that Nebraska researchers are using their expertise to address issues facing underserved populations and to deepen society's understanding of diverse backgrounds, perspectives, ideologies, and cultures.

## Bridging connections between history, civil rights

With a four-year, \$1 million grant from the Andrew W. Mellon Foundation, a Nebraska research team is building a curricular, research, and collaboration hub that focuses on the relationship between U.S. law and race in American history.

The goal is to expose students to a wider range of cases from U.S. legal history, and consequently expand their understanding of how race and racialization affected the Great Plains and the rest of the country.

Through the project, undergraduates from all majors will have the opportunity to take a 100-level gateway course focused on race

in American law and history – the first of its kind at Nebraska. At the graduate level, the program establishes a non-degree certificate program, U.S. Law and Race, available internationally. It also creates a summer fellowship program in law, policy, and history.

The project received the largest arts and humanities grant in the university's history. Team members include historians William G. Thomas III, Katrina Jagodinsky, and Jeannette Eileen Jones, and College of Law collaborators Genesis Agosto, Eric Berger, Danielle Jefferis, Jessica Shoemaker, and Catherine Wilson.



“There are a few landmark cases that students encounter. But think of the thousands of courthouses around the United States. This is the biggest set of historical evidence that's untapped in American history. We want to bring it into the light, share it, and talk about it.”

- William G. Thomas III, Angle Chair in the Humanities and professor of history.



TGD folks may come to therapy partially for issues around gender identity, but they also may come for anxiety, depression, or substance abuse. ... Part of the therapist's job is to figure out how relevant their gender identity is. It's always relevant to some extent, but one of the mistakes therapists make is they either overemphasize it or they're uncomfortable, so they ignore it. It's about finding that balance.

- Debra Hope, Acron Douglas Professor of psychology

## Guiding mental health clinicians in treating transgender, gender diverse individuals

Mental health clinicians are seeing increasing numbers of transgender and gender-diverse (TGD) clients, but many lack the expertise to treat them in a manner that affirms their identity and lived experiences. Debra Hope, Aaron Douglas Professor of psychology, wants clinicians to have resources beyond what she describes as “Trans 101” – basic education on correct pronouns, medical procedures, and legal and social identity.

In 2022, Hope published an article in the journal *Professional Psychology: Research and Practice* that outlines 12 adaptations of practice for clinicians to offer

affirming care to their TGD clients. Recommendations are research- and science-based and informed by Nebraska researchers' collaboration with representatives of the transgender and gender-diverse community in the state. What sets the Nebraska study apart is the focus on cultural, social, and legal climates outside urban coastal areas.

The research team plans to offer training and workshops to clinicians. They continue to work closely with the TGD community to adapt the guidelines.

## University joins GEM Consortium

In February, UNL became a member of the National GEM Consortium, an award-winning network of colleges, universities, and industry partners committed to increasing underrepresented groups at the master's and doctoral levels in engineering and science. The organization's 77 industry members represent national laboratories, S&P 500 companies, tech companies, and biotech firms. The GEM Consortium seeks to build more robust talent pipelines.

Nebraska faculty and students receive several benefits from the university's membership in the organization,

including graduate faculty access to a large recruiting network and database; graduate student funding for qualified students through the consortium and industry partnerships; and summer industry internships for graduate students in master's and doctoral programs.

The partnership is housed in the Office of Graduate Studies, with support from the Office of Research and Economic Development, Office of Diversity and Inclusion, NUtech Ventures and faculty, and administrators from academic units.

## STEM-POWER Research Program

With a five-year, \$999,125 grant from the National Science Foundation, a Husker research team is expanding a program aimed at helping STEM students from underrepresented backgrounds succeed academically, professionally, and personally as they progress through the first two years of their college careers. The program aims to help students overcome the unique set of hurdles they often face as they launch college careers and improve their university experience.

The initiative, called the STEM-POWER Research Program, is designed to help retain students. “POWER” stands for empowering students with purpose, ownership and well-being through engagement in mentored research relationships. The program will provide nearly 40 undergraduate students with paid research experiences in the life sciences, which is a data-backed approach for retaining students in STEM majors. It will also provide professional development opportunities, a sense of community, mentoring, and one-to-one connections that are crucial to helping these students succeed in college.

### STEM-POWER Researchers:



**Patricia Woch Hill**  
Research Associate  
Professor, Center for  
Science, Mathematics &  
Computer Education and  
Department of Sociology



**Kristi Montooth**  
Susan J. Rosowski  
Professor, Biological  
Science



**Marianna Burks**  
Instructor and science  
specialist for UNL's TRIO  
Scholars Program

## OTHER RESEARCHERS



### Katie Edwards

For the past six years, Katie Edwards, professor at the Nebraska Center for Research on Children, Youth, Families and Schools, has worked with Native American communities and organizations to combat sexual violence — a trauma Indigenous peoples experience at rates higher than any other racial or ethnic group in the United States.

Now, with funding from a \$3.21 million UNL Grand Challenges Catalyst Award, Edwards is co-leading a four-year project to establish an Indigenous-led sexual violence prevention center on the Pine Ridge Indian Reservation in South Dakota. For Native American communities nationwide, sexual violence remains a significant problem. Its negative impacts have spanned generations of Indigenous peoples.

*“Violence among Indigenous peoples is rooted in colonization and multiple historical traumas, as well as ongoing systemic racism and oppression,” said Edwards, director of the Interpersonal Violence Research Laboratory and associate professor of counseling psychology. “Despite this, Indigenous peoples are highly resilient — something that is attributed to their connection to their cultures. So there is increasing recognition that effective prevention efforts for Indigenous peoples need to be culturally grounded.”*



### Marques Garrett

Marques L.A. Garrett, assistant professor of music in choral activities in the Glenn Korff School of Music, compiled and edited “The Oxford Book of Choral Music by Black Composers,” published in February by Oxford University Press. The book aims to address a historical lack of representation of Black musicians and composers in the choral canon.

The landmark collection includes music by historical composers such as Vicente Lusitano, Florence Price, and Nathaniel Dett, as well as living composers such as Zanaida Robles, B.E. Boykin, and Robert A. Harris.

One of the focal points of Garrett’s research is the non-idiomatic choral music of Black composers. Non-idiomatic, as it relates to Black composers, refers to the original concert music that is not part of the traditional idiomatic canon associated with Black music that includes spirituals, gospel, jazz, hip-hop, and rap. This work led Garrett to create an online database, “Non-Idiomatic Choral Music of Black Composers.”

*“For the conductors and teachers, this can be a resource for choral literature and conducting classes,” Garrett said. “I hope that people see, feel, and perform the full breadth of representation. Thankfully, fewer people are stereotyping Black composers as ones who can only write idiomatic music such as spirituals and gospel. This body of repertoire is a small piece of the compositional pie.”*



### Dena Abbott

Dena Abbott, assistant professor of counseling psychology and a research affiliate of the Nebraska Center for Research on Children, Youth, Families and Schools, is exploring pathways to atheism by examining commonly held notions of what causes unbelief among demographic groups that are underrepresented in atheism studies. The project is funded by a grant from the John Templeton Foundation through Queen’s University Belfast.

Researchers will recruit about 1,500 U.S.-based atheists from specific demographic groups — Black, Latin, ex-Muslim, and LGBTQ+ — to participate in five theory-based qualitative studies to examine the origins of unbelief among each group. Researchers will then conduct two large-scale quantitative studies — one focused on unbelieving communities of color, the other on LGBTQ+ populations — to learn how people arrived at their atheism.

*“I think there is a real movement right now toward equity for non-religious folks,” Abbott said. “I’m hopeful that it raises public consciousness about these issues when we live in a society in which nearly 30% of the population identifies as non-religious. From my work in health and mental health service, it brings to attention that this is a group we should be thinking about to provide adequate affirming and responsible care.”*

### Addressing drinking, dating violence among LGBTQ+ youth

Developed by Nebraska educational psychologist Katie Edwards, "Promoting Resilient Youth With Strong Hearts and Minds" is the first culturally adapted and affirming program designed specifically to prevent dating violence and alcohol use among sexual and gender minority youths.

Edwards said these problems are frequently intertwined and can lead to depression and even suicide. They are "likely rooted in experiences of minority stress, such as experiences of discrimination and rejection."

Researchers recruited more than 700 youths across the U.S. to complete surveys about their experiences with

dating and alcohol and their perceptions of their peers' behavior. Although alcohol use and unhealthy relationship behaviors were higher among LGBTQ+ youth than cisgender youths, a majority of LGBTQ+ teens are not drinking or engaging in abusive relationship behaviors. Sexual- and gender-minority youths need to hear good news, too, which positively influences social norms, Edwards said.

With these findings, Edwards' research team is developing a pilot program that will provide resources to LGBTQ+ youths, especially in remote or rural areas where support networks are often scarce. The team's goal is to distribute the program nationally.

“We want to give youth hope for the future, so they know things will get better and that there are communities that will accept them.”

- Katie Edwards, professor of educational psychology

# EXCELLENCE IN EDUCATION, CLIMATE, AND CULTURE





# OFFICE OF ACADEMIC SUCCESS & INTERCULTURAL SERVICES

## OASIS Student Success Program

The yearlong OASIS Student Success Program assists students with their transition from high school to college. The program registered over 200 students for the Student Success Seminar. The 13-week, zero-credit seminar covers topics such as time management, social and academic integration, money management, identity, and diversity awareness.

## Peer Mentorship Program

The Peer Mentorship Program is for student leaders assisting first-year students with the academic, social, and cultural engagement transition to UNL. Through one-on-one interactions and group meetings, thoughtful facilitators provide guidance and support to first-year students, serving as role models and successful advocates for navigating the first-year experience.

OASIS hosted six professional development training courses for mentors during the year.

**“The OASIS program was a massive influence on the person I am today. Throughout the past 4 years, the program allowed me to meet some amazing people who have helped me grow both as a student and a mentor. As an OASIS peer mentor, it provided me with many opportunities that I would normally never have gotten.”**

- Emmanuel Calicandro,  
junior and Biological Sciences major

## Peer 2 Peer Program for First-Year Students

The Peer 2 Peer Program is a pilot program for OASIS Scholars. The program bridges the disconnect for first-year scholars in the spring semester. The program hosted two events, reconnecting scholars and mentees through engagement, learning, and activities.

## Outcomes for first-year students:

- Connected with OASIS and ODI staff, mentors, and other first-year students.
- Gained support from mentors and instructors as they connected through formal and informal activities.
- Increased their sense of belonging through Peer 2 Peer event.

Mentors noted increased communication and stronger relationships as they connected with students to engage them in the program.

## Dish It Up

OASIS hosted 16 Dish It Up conversations, including regular noon-hour sessions and Late-Night Dish It Up sessions.

The Dish It Up conversations foster inclusive shared learning for students, faculty, and staff where everyone can engage in dialogue, challenge their thinking, and build relationships.

Featured topics included national violence toward unrepresented communities; refugee awareness; cultural celebrations like Hispanic Heritage Month in partnership with the Mexican American Student Association at UNL; Native American Heritage Month in partnership with Ted Hibbeler with the Native American Coalition at UNL; LGBTQA+ History Month in partnership with Spectrum UNL; Women’s History Month in partnership with the Gender and Sexuality Center at UNL; Trans Day of Visibility in partnership with the LGBTQA+ Center at UNL; Asian and Pacific Islander Desi American Heritage Month; and Lunar New Year.

## Achieving Academic Success, by the numbers:

**94%**

of students successfully completed the first-year seminar in the fall semester

**48.8%**

of all OASIS Scholars achieved a 3.5 grade-point average or higher in the fall semester

**47.7%**

of first-year scholars achieved a 3.5 or higher in the spring semester

**17.3%**

achieved an ACT score of 26 or higher

Services are targeted to meet the needs of historically underrepresented populations such as first-generation, low-income, Deferred Action for Childhood Arrivals recipients, undocumented, ethnic or racial minorities, international students, and students with diverse identities. All are welcome.



## Dish It Up, by the numbers:

**74%**

of attendees strongly agreed that the event made them better informed about current issues.

**84%**

of attendees strongly agreed the event was beneficial to the UNL campus and Lincoln community.

**84%**

of attendees strongly agreed that they benefited from the event.

**74%**

of attendees strongly agreed that they would recommend future Dish It Up events to peers or colleagues.

# INCLUSIVE EXCELLENCE IN ATHLETICS

Nebraska Athletics offers three affinity groups: **Nebraska Athlete Ally (LGBTQIA+), Black Student Athlete Alliance, and International Student-Athlete Alliance.** Student-athlete support and resource groups help student-athletes form a sense of community and belonging.

Student-athletes can also participate in a diversity leadership team. The Husker JEDI (Justice, Equity, Diversity, and Inclusion) team focuses on civic engagement. The group monitors bills through the discussion and voting stages in the Nebraska Legislature and keeps student-athletes and others informed on how those bills might affect them.

Student-athletes are also given the opportunity to participate in various conferences such as the Black Student-Athlete Summit, Big Ten LGBTQ Symposium, Big Ten Women's Leadership Summit, and Athlete Ally Leadership Summit. These opportunities allow student-athletes to network and grow through social engagement.

In addition to the Lunch and Learn sessions and educational workshops, every spring Nebraska Athletics hosts a diversity and inclusion summit for student-athletes and staff. The 2023 summit, which impacted nearly 1,000 people over two days, served as a resource on how to build and maintain an inclusive and equitable environment.

In an effort to celebrate the various communities that make up the great state of Nebraska and beyond, Nebraska Athletics hosts events meant to amplify the heritage months

that are recognized throughout the year. It is important for the department to celebrate the contributions of our student-athletes while providing learning opportunities about their communities to further strengthen the cohesiveness within athletics. During Hispanic Heritage Month in the fall, student-athletes participated in a fiesta at the stadium. The experience allowed staff and student-athletes to learn about Hispanic culture through dance, cinema, and food. In February the department celebrated Black History Month by hosting a private showing of the movie "Till."



### Staff and Coaches

Nebraska Athletics coordinates monthly Lunch and Learn sessions and provides tailored educational workshops that are meant to expand the knowledge and understanding of our staff and coaches and aid in healthy, productive conversations.

### Recent topics included:

- Microaggressions and Implicit Biases
- Cultural Competency
- Gender Inequality
- Disability Awareness



# ACADEMIC SUCCESS AND ENROLLMENT MANAGEMENT

### Nebraska College Preparatory Academy

For almost two decades, the Nebraska College Preparatory Academy has been promoting the benefits of higher education for academically talented first-generation, income-eligible high school students. The program started at Grand Island Senior High School in 2006 and expanded to Omaha North in 2008 and Winnebago and Omaha South in 2017.

NCPA scholars have proved that educational success for first-generation, low-income students is achievable with the right academic and social support.

- For the past 10 years, 100% of NCPA students have gone on to pursue a post-secondary degree, which is higher than the state's average of 76%.
- The majority enroll at UNL.



The most recent first-year college retention rate among NCPA scholars at UNL is 92.3%. That's 10 percentage points higher than the university's average.

NCPA scholars who enroll at UNL excel beyond the program goals:

- They average higher grade-point averages and graduation rates than the university average.
- Many are accepted into honors programs and serve in student leadership positions.

NCPA scholars are giving back to the state of Nebraska and nation as a whole by entering their careers with a strong community and with little to no student loan debt.

# STUDENT AFFAIRS

**Student Affairs is committed to building capacity for diversity, equity, and inclusion. The Student Affairs DEI Council membership spans all of Student Affairs from Business Services to Campus Recreation and has been actively working on creating division-wide training sessions and a DEI Action plan.**

Ruth Oliver Andrew was hired as director of diversity, equity, and inclusion of Student Affairs in the spring of 2023 to further efforts across the division. As part of Student Affairs' efforts to be intentional with learning, the Include Learning Goal has four distinct learning outcomes that all experiences have been mapped to and that provide intentionality behind our common efforts.

In addition to the divisional efforts across Student Affairs, the 16 units – which include 600 full-time staff and 1,700 student employees – prioritize training and programming to support student and staff learning and development around DEI topics. In the 2022-23 academic year, professional staff engaged in almost 1,200 hours of DEI training, and student staff and student leaders engaged in over 1,000 hours of DEI training. The training took a variety of formats. As examples, Student Legal Services participated in training on immigration law, and the aquatics staff at Campus Recreation took part in a social identity workshop.

Student Affairs departments also spent considerable time and energy engaging students in over 1,900 hours of programming and contacts specific to DEI topics. For example, the Office of Fraternity and Sorority Life partnered with OASIS on Late-Night Dish It Up: Divine Nine Edition. The conversation focused on the historical impact of the Divine Nine -- the sororities and fraternities dedicated to uplifting Black students -- within social justice movements nationally and locally.



**In addition to one-time programs, ongoing efforts engage students:**

- Dining Services has partnered with the International Student and Scholar Office and Residence Life to offer Cultural Cuisine Nights. The meals go beyond food to immerse students in presentations and performances by students to share more about their culture. Since the Cuisine Nights began in 2022, over 5,000 students have participated.
- The Association of Students of the University of Nebraska has created equity grants that allow students to apply for funding to further student-driven DEI efforts.
- Ongoing support is also available for students through services such as Counseling and Psychological Services' affinity groups that are designed to support students of various identities.

Departments throughout Student Affairs ensure their on-going commitment to DEI by considering those goals as decisions are made.

**Examples:**

- Student Advocacy & Support works diligently through the Behavioral Intervention Team to intentionally support our most vulnerable students in ways that respect and support their individual identities.
- Student Conduct & Community Standards conducts explicit outreach to ensure the Conduct Board represents a range of identities and ensures students can see themselves within board membership.
- A prayer and meditation space has been created in the Nebraska Union, demonstrating how intentionality reaches to facilities on campus.
- The Residence Hall Association now supplies free menstrual products in all residence halls.
- Intentionality has also led to growing access to programs. For instance, Gender-Inclusive Housing has increased to over 300 students for the 2022-23 academic year.
- Access also extends to food options for students such as having Halal options available at dining halls and through the Husker Pantry sponsored by Big Red Resilience & Well-being.



**“PRISM was a significant factor in my choosing UNL; knowing that I would be living in a community of LGBTQ+ students like myself helped me feel ready and excited for University. Without the community, I would have never met the people I now consider my family or dared to put myself out there and make the most out of my freshman year.”**

— Dane, Political Science and Global Studies Major

## LGBTQA+ CENTER & WOMEN'S CENTER

The LGBTQA+ Center is dedicated to transforming the campus climate for students, staff, faculty, alumni, and community members by developing and supporting a more inclusive understanding of gender and sexuality through education, advocacy, outreach, programming, and development opportunities.

The Women's Center serves students and the campus community through a focus on gender, sexuality, and social justice. It has been dedicated to transforming the campus climate at the university by developing and supporting a more inclusive understanding of gender and sexuality through education, outreach, advocacy, and leadership development opportunities for more than 50 years.

Throughout the year, both centers provided extensive student-focused programming to support students across UNL. A few highlights:

**47**  
programs, with  
**2,757**  
participants

**31**  
presentations to over  
**780**  
participants

Over  
**100**  
students utilized the Lavender Closet Clothing exchange

**10,458**  
contacts with students

\*Data is as of April 1, 2023

### Gender and Sexuality Center

Recognizing the importance and intersectionality of the work of the two centers, the LGBTQA+ Center and Women's Center will merge to be the Gender and Sexuality Center starting in the 2023-24 academic year. The merger will allow for a greater responsiveness to the needs of women and LGBTQA+ communities through education, outreach, and advocacy.

Two highlights of the year clearly demonstrate both centers' commitment to supporting students and providing opportunities for growth.

### Prism: LGBTQA+ and Allied Students Learning Community

The learning community is a partnership among the LGBTQA+ Center; Undergraduate Education and Student Success; and Residence Life. It's for students who identify as LGBTQA+ or are allies of the community. Prism supports students in exploring their intersectional identities in a supportive and caring space.

### The Gender Equity Conference

Almost 90 attendees engaged in an all-day conference in the spring of 2023. Highlights were eight 20-minute TED-style talks related to leadership, advocacy, social justice, gender equity, the LGBTQIA+ community, and restorative justice.

**TRIO** TRIO is one of the original college access and success initiatives targeting students from low-income households who would be the first in their families to earn a college degree. TRIO programs at UNL collectively serve students from sixth graders through doctoral degree candidates through a partnership with Lincoln Public Schools.

Five TRIO programs are administered to students. Four of them are administered through Student Affairs: Educational Talent Search (ETS), Regular Upward Bound (RUB), Upward Bound Math Science (UBMS), and Student Support Services (SSS). To better support these programs, Student Affairs prioritized the hiring of a director of TRIO programs, Cameron Woodard, in the spring. Graduate Studies administers the fifth TRIO program, the Ronald E. McNair Scholars Program.

**A few important metrics of how TRIO is helping low-income students succeed:**

<b>95%</b> of ETS participants graduated with a regular diploma*	<b>100%</b> of RUB and UBMS participants graduated from a rigorous program*	<b>68%</b> of ETS participants enrolled in postsecondary education*	<b>92%</b> persistence rate was seen in SSS participants**
<b>92% &amp; 100%</b> of RUB and UBMS participants, respectively, enrolled in postsecondary education*		<b>Over 5,300 Hours</b> of direct contact and support was provided to SSS participants**	

*\*Data from 2020-21 \*\*Data from 2021-22*



**SERVICES FOR STUDENTS WITH DISABILITIES**

Services for Students with Disabilities (SSD), a department in Student Affairs that serves the entire UNL community, partners with students, faculty, and staff to create accessible and inclusive educational and campus experiences for students with disabilities. Recognizing the importance of disability as an aspect of diversity and inclusion, SSD works diligently to ensure students have the access they need and to ensure staff are informed and aware of opportunities to obtain services. As part of outreach efforts, SSD provided over 200 hours of training to staff and faculty across different colleges to ensure greater awareness of services and to assist in the implementation of student accommodation plans.

Though university enrollment decreased 2.6% from the previous academic year, SSD experienced a 7% increase in new registrations. SSD saw a 20% increase in the number of students registered with mental health as their primary condition (413 students). The number of exams proctored by the SSD Testing Center increased by 12% (1,634 exams).

In addition to previously existing services, SSD relaunched the transition program for students who have autism spectrum disorder (ASD). The program provides newly enrolled ASD students with access to self-assessment, education, and action steps intended to support a smooth transition to college life.

Number of students registered among each primary disability category:

Mental Health.....	413
ADHD.....	350
Medical.....	212
Learning Disability.....	110
Autism Spectrum Disorder.....	39
Hearing Loss.....	23
Vision Loss.....	15
Traumatic Brain Injury.....	14
Mobility.....	8

# UNDERGRADUATE EDUCATION & STUDENT SUCCESS

## Academic Navigators

UNL launched the Academic Navigator team in June 2022 to help meet UNL's goals of closing equity gaps in retention and degree completion for students who are first-generation college students, low-income, and ethnic and racial minorities. In summer 2022, 10 full-time staff members were hired to join the team. The team intervenes with students who show early signs of falling off track in their first and second year at UNL. Team members work one-on-one with these students to identify and make appropriate referrals to campus and community resources as needed. Using the student success dashboards built by the Institutional Effectiveness and Analytics office, the Academic Navigator team conducted outreach over 6,444 times to 5,629 students in fall 2022.

## Course Insights dashboards

In 2022, the Office of the Executive Vice Chancellor launched several dashboards to enable instructors to gain an understanding of student diversity within their courses and to support outreach to first-year students based on their needs. The diversity information dashboard provides instructors with a visualization of student diversity within their courses, with filters on race and ethnicity; first-generation status; and sex. First-year students complete the Husker Student POWER (Purpose, Ownership, Well-being, Engagement, and Relationships) survey in the fourth week of the semester. The survey report enables instructors to see their first-year students' completion rates. Instructors who complete additional training can also view student-level responses to assist with outreach and support.

## First Scholars

UNL was designated a First Scholars institution by the Center for First-Generation Student Success in 2023 based on its demonstrated commitment to advancing the outcomes of first-generation students and continuing efforts to scale institution-wide approaches. UNL joins 21 other institutions in the First Scholars cohort. The institutions engage in student-centered, systemic transformation through a network of resources, data sharing, and continuous improvement plans to meet UNL's first-generation student success goals.



## CAREER SERVICES

### Summer Internships

Career Services piloted a Summer Internship Program providing internships to students at local non-profit and government employers that typically lack funding for paid internships. Career Services conducted outreach to over 100 employers, and after reviewing the proposed positions, marketed 20 new summer internships to first-generation, low-income, and underrepresented racial minority students. Selected students completed an 11-week summer internship, received a \$5,000 stipend, and enrolled in a one-credit-hour course to guide reflection about their learning — all paid for and facilitated by Career Services. The program had 55 student applications from across all nine of the UNL academic colleges.

### Micro Internships

Career Services launched a Micro-Internship and Mentorship Program in spring 2023 for students to gain hands-on professional experience without committing to a traditional internship. These paid, short-term, project-based opportunities range from two to eight weeks and are funded by Career Services. The program is designed to provide at-promise students with scaffolded experiences to build confidence and career readiness as well as offer mentorships, social connections, and professional contacts. The program enrolled 23 students in its pilot year, spanning five academic colleges.

## CENTER FOR ACADEMIC SUCCESS AND TRANSITION

The Center for Academic Success and Transition supported undergraduate students through a variety of programs and initiatives.

- The center tutored 421 students in the fall semester and facilitated 1,237 academic success coaching sessions.
- The First Husker program drew 174 first-generation students. The program supports students by bringing them to campus early for a four-day event where they connect with faculty, staff, and resources and build skills and strategies for success at college. First Husker participants are connected with a peer mentor and participate in a seminar led by the center's academic success coaches.
- The 2022 Emerging Leaders program served 96 students. The program included early arrival to campus, connections with resources, a fall semester seminar, and a scholarship.
- The Nebraska Promise tuition assistance program had 185 participants. They completed the Nebraska Promise seminar, which is designed to help students acclimate to the university environment and establish a foundation for success at UNL.





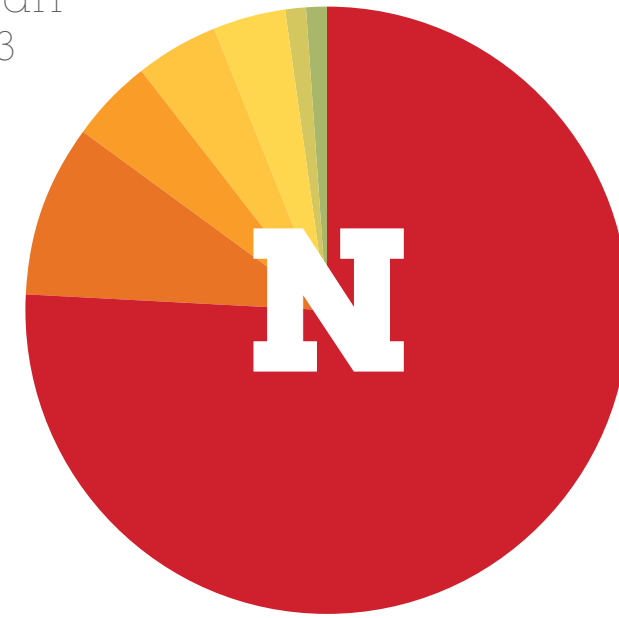
## MILITARY AND VETERANS SUCCESS CENTER

UNL ranked 29th overall and second among Big Ten institutions in the *Military Times*' best colleges for veterans survey in 2022. It was the sixth year in a row that UNL earned a place on the magazine's list, which includes more than 300 universities and colleges. The university served more than 1,600 military-connected students in the 2022-23 school year. That total includes 1,052 military dependents, 341 veterans, and 242 in the National Guard, active duty or reserves.

The center implemented a new Military Community Advocates Program in 2023. The program offers service scholarships to veteran, military, and connected students who support and advocate for the military community in key offices across campus. The advocates help their assigned office to better understand the military-connected population, address common barriers and challenges faced by military-connected students, and create programs and initiatives to better serve the military community. In the spring semester there were four advocates on the UNL campus. In the fall the program will expand to six advocates.

### Military and Veteran Students in 2022-23

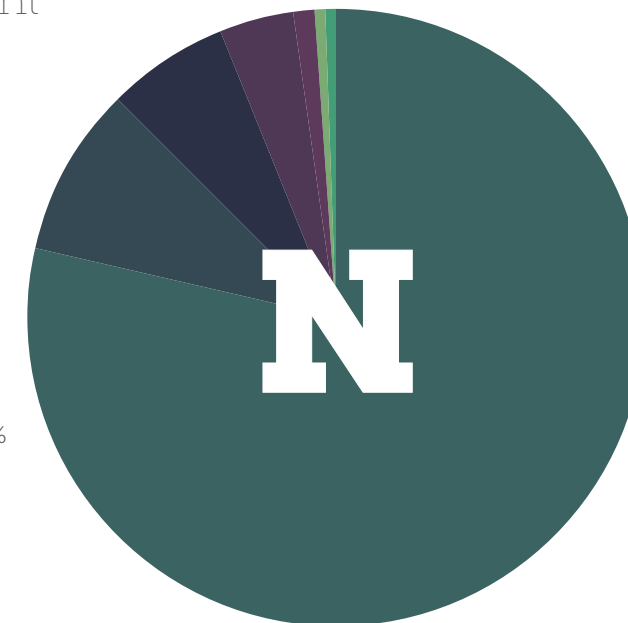
- White - 77%
- Hispanic - 9.5%
- Two or more - 4.5%
- Black - 4.5%
- Asian - 4%
- Unknown - 0.3%
- Native Hawaiian or Other Pacific Islander - 0.1%
- American Indian or Alaskan Native - 0.1%



- Male - 68.7%
- Female - 31.3%

### Military Dependent Students

- White - 78.3%
- Hispanic - 9%
- Two or more - 6.2%
- Black - 4%
- Asian - 1%
- Unknown - 0.5%
- Native Hawaiian or Other Pacific Islander - 0.5%



- Female - 60.7%
- Male - 39.3%

The Military and Veteran Success Center (MVSC) serves as the one-stop location for over 1,600 military-connected students at UNL, including Veteran, Active Duty, Guard, Reserve, and military dependent students. The Center is focused on ensuring all military-connected students make a successful transition to UNL and accomplish their academic goals through five pillars of excellence: education benefits, academic support, student services, career service, and outreach on and off campus.

#### DEI initiatives/projects

Partnership with the Veterans Administration (VA) ensures students are educated and supported with all federal and state VA benefits.

Partnership with UNL Career Services to help prepare students for a career after college and provides opportunities for students to engage with companies that are military friendly.



## CENTER FOR TRANSFORMATIVE TEACHING

The Center for Transformative Teaching (CTT) aims to support inclusive, innovative, and effective teaching for all learners. In the 2022-23 year, CTT promoted inclusive excellence through programming, strategic partnerships, and resources designed for widespread diffusion and integration.

### Among other accomplishments:

- CTT launched the Inclusive Course Checklist resource, which received **756** page views.
- CTT developed the Striving for Excellence in Education semester-long teaching institute and offered it in the fall semester. It examined the impact of student background on course engagement and performance and drew upon the insights of campus student success professionals as well as research as instructors re-examined their course designs and assumptions in the light of inclusion and student success.
- CTT offered two workshops on Creating an Inclusive Classroom for Neurodivergent Students. They were CTT's first programming specifically supporting neurodivergent students.
- CTT partnered with the International Student and Scholar Office to develop a three-panel series on supporting international students' academic success.
- CTT for the first time partnered with the Office of Diversity and Inclusion to offer workshops for instructors during Martin Luther King Jr. Week and Women's History Month. Inclusive Teaching Strategies That Foster an Anti-Racist Classroom was offered during MLK Week. Promoting Gender Equity in the Classroom was offered during Women's History Month.
- CTT instructional designers anchored two #NCLUDE learning community groups during the spring semester: Academic Ableism and Creating Inclusive Online Communities.
- CTT celebrated the milestone of **\$10 million** in UNL student textbook savings through the Successful Teaching with Affordable Resources (STAR) initiative, a collaboration among CTT, University Libraries, and ITS. Savings were achieved through the elimination of textbooks via Open Educational Resources grants awarded to instructors and Inclusive Access, a publisher-based, deep discount program focused on e-textbooks.

## HONORS PROGRAM

### Combs Grad School Panel

The Combs Honors Scholars student organization hosted a panel discussion called "Navigating Grad School as a Student of Color," which featured current graduate school students. The graduate students represented the fields of Law, Business, and Modern Languages/Library Science. The panelists offered undergraduate attendees tips and strategies for applying to and flourishing in graduate school. The mission of the student group, which is named in honor of the late Professor Michael Combs, is to foster inclusive excellence by providing community, mentorship, and leadership opportunities for students of color at Nebraska.

### Honors Study Abroad in Costa Rica

The University Honors Program sponsored an education abroad program to Costa Rica for pre-health students, titled "Costa Rica: Striving for Affordable, High-Quality Healthcare for All." Led by Professors Erin Sayer (Biochemistry) and Shinya Takahashi (Nutrition and Health Science) and in conjunction with the Honors Program's Future Healers experiential track, 21 undergraduate students toured health care facilities, learned from medical professionals, and researched differences between the health care systems of the U.S. and Costa Rica.

## EXPLORE CENTER

For the past five years, the Explore Center has collaborated with the University of Nebraska Medical Center to coordinate an event designed to expose underrepresented students to careers in health. The Explore Center loaded two buses full of 65 students for a trip to Omaha in April. Students toured the Davis Global Center and participated in a hands-on activity while at UNMC.

Special efforts were made to extend the opportunity to students in UNL retention programs such as the Office of Academic Success and Intercultural Services, Nebraska College Preparatory Academy, TRIO, Minority Pre-Health Association, Future Health Leaders, William H. Thompson Scholars, First Husker and Emerging Leaders. Of the students who attended, 74% came from these programs, and 45% identified as first-generation college students.

One student remarked about the keynote speaker, a health care professional of color: "I enjoyed listening to her story which reminded me to never give up on a dream even if I don't succeed the first time. It was very motivating and (I) enjoyed listening to her journey."





# Chancellor's Commissions

The Chancellor's Commission on the Status of People of Color (CCSPC) advises the chancellor on issues pertaining to the specific concerns of faculty, staff, and students who identify as a person of color. During 2022-23, we raised several policy and issue concerns during conversations with the chancellor and others on campus. Administratively, several new students, staff, and faculty members joined the commission.

With respect to programming, the Chancellor's Commission on the Status of People of Color hosted events designed to deepen the sense of belonging for the people of color on campus.

- We collaborated with the Office of Fraternity and Sorority Life to host the 2nd Annual BIPOC (Black, Indigenous, and People of Color) Welcome in August.
- We led a collaborative effort to host a series of homecoming events focused on reuniting our alumni of color with our current faculty, staff, and students. At the Multicultural Homecoming Social, we celebrated with eight alumni who were invited back to campus by their respective colleges.
- All three Chancellor's Diversity Commissions collaborated to host an intersectionality panel discussion, "Intersectionality and the Wellness Wheel," at the end of the fall semester.
- The CCSPC co-hosted a "Descendants of DeWitty: The Audacious Nebraska Saga" program, which included a documentary film screening and conversation with filmmaker Artes Johnson.

The Chancellor's Commission on the Status of Gender and Sexual Identities (CCSGSI) advises the chancellor on issues pertaining to the specific concerns of faculty, staff, and students who identify as lesbian, gay, bisexual, transgender, queer, asexual, and additional identities relevant to sexual orientation, gender identity, and expression at the university.

The Chancellor's Award for Outstanding Contributions to the LGBTQIA+ Community is presented annually by CCSGSI. The 2023 recipients were Nathan Hé, a 2018 graduate of the College of Journalism and Mass Communications; and Sergeant Agustin Champion, graduating in 2013 from UNL with a degree in fashion merchandising and fashion design. Champion joined the UNL Police Department in 2020 and serves as the LGBTQIA+ liaison.

As part of the university's community building, the CCSGSI, UNL, and the Office of Diversity and Inclusion sponsored participation in the 2022 Star City Pride parade and festival. The LGBTQIA+ Center celebrated its 15th anniversary this year.



# Global Affairs

The International Student and Scholar Office in collaboration with the Center for Transformative Teaching offered three workshops to raise awareness and voices of different campus populations:

- Student Voices: What International Students Want Instructors to Know
- Campus Support Services: Observations from Staff Providing International Student Support
- Instructor Voices: Lessons Learned About Effectively Teaching International Students

## Impact Award

Dr. Anh Le, international student success navigator, received this year's Educational Administration Impact Award. The award recognizes the impact of a distinguished Department of Educational Administration alum on their field, discipline, community, or organization. Among other accomplishments, Le served as an anchor for the International Empowerment #NCLUDE group; presented at two Dish It Up events with OASIS; served as the Global Affairs representative on the Big Ten Academic Alliance group for global DEI initiatives; and served as the advisor for UNL's Vietnamese Student Association.

## Cultural Cuisine Events

The International Student and Scholar Office collaborated with Residence Life and Dining Services to celebrate different cultures and offer food, cultural education, and entertainment to students, faculty, staff, and community partners in Lincoln. Cuisine associated with Lunar New Year was offered in January, African and African American cuisine in February, Indian cuisine in March, European cuisine in April, and Mediterranean cuisine in May. ISSO and Residence Life sponsored meal tickets to Cather Dining Hall for 800 students. Students and staff who took part in the activities were recognized and given certificates of participation.

## Global Experiences by the numbers:

The Global Experiences Office fosters students' global awareness and personal, academic, and professional growth by offering a variety of study, internship, research, and service learning opportunities outside the U.S. The GEO values collaboration, academic integrity, diversity and inclusion, safety, and fiscal and administrative accountability.

**26**  
faculty-led  
programs in

**17**  
different  
countries

**663**  
students impacted  
by Global Experiences

**124**  
are students of color

**45+**  
countries in which  
students studied abroad

**168**  
received a Pell Grant

**140**  
first-generation  
college students

**467**  
are female

# Office of Sustainability

The Office of Sustainability at UNL provides support for initiatives aimed at creating a culture in which faculty, staff, and students are socially, economically, and environmentally responsible. Key initiatives include management of phased campus-wide implementation of UNL's All in the Hall recycling program and stewardship of UNL's submission to the Sustainability Tracking, Assessment & Rating System (STARS) program.

## All in the Hall

The All in the Hall program supports UNL's sustainability goals through the creation of a comprehensive recycling program that provides a convenient, reliable, and consistent opportunity for all UNL community members to recycle within campus buildings.

## STARS program

The STARS program, administered by the Association for the Advancement of Sustainability in Higher Education, is a self-reporting framework for higher education institutions to measure their sustainability performance. UNL has participated in the STARS program since 2014, when it earned a bronze rating. UNL advanced to silver in 2016 and has since shown steady progress.

One of the STARS program's focus areas has an emphasis on diversity and affordability. In UNL's 2022 report - its most recent - the Office of Sustainability collaborated with the Office of Diversity and Inclusion to submit information that earned UNL 7.95 out of 10 points within the diversity and affordability section. UNL's continued pursuit of inclusive excellence yielded this high score, which helped UNL achieve its first gold STARS rating for its 2022 report.

## Lunch and Learn

The Office of Sustainability also collaborated with the Chancellor's Environment, Sustainability, and Resilience Commission to host a regular Lunch and Learn discussion series throughout the academic year. In March, the Lunch and Learn featured Dr. Jennifer PeeksMease (UNL) and Dr. A.T. Miller (UNO) presenting "A Conversation on Sustainability, Equity, and Inclusion." Their conversation provided context regarding the close connection between DEI and sustainability. The speakers also shared resources and suggestions for attendees to learn more and engage further.



# UNL Police Department

**The University of Nebraska-Lincoln Police Department strives to include “every person and every interaction matters” — a belief stated in the N2023 Strategic Plan — as part of everything we do in our mission to provide an environment of safety and security on campus.**

To UNL, that means recognizing that while feeling safe and protected are universal needs, the methods to achieve that and what it looks like are not the same for everyone. To better understand the individual needs on campus, UNL has formed liaison partnerships with each college to work in direct, personal collaboration with the UNL community in the shared goal of campus safety. We also have an officer dedicated to liaison specifically with the LGBTQA+ Center on campus, a move that has resulted in increased diversity training for

UNL's officers and staff. In addition, we have obtained Safe Space designation for UNL — believed to be the first such designation for any law enforcement agency in Nebraska.

Other steps UNL is taking to embrace diversity and inclusiveness include understanding our community better by drafting a campus-wide survey that was distributed mid-2023. The survey was designed to demonstrate possible relationships between perceptions of safety and police interactions based on age, race, ethnicity, sexual orientation, gender identity, and affiliation to campus. The results of that survey will be used to guide future efforts at outreach and connecting with the UNL community.

# Nebraska Alumni Association



The Nebraska Alumni Association formalized its Strategy on Diversity, Equity, Inclusion, and Belonging in 2021. The strategy prioritizes the association's diversity, equity, inclusion, and belonging (DEIB) policies, practices, and engagement internally and externally.

**This is accomplished by:**

**1**

Internally prioritizing DEIB at every level within the alumni association.

**2**

Externally enhancing alumni engagement and outreach with underrepresented and minoritized alumni constituencies and increase programming that emphasizes, prioritizes, and expands DEIB.

**3**

The alumni association's DEIB efforts are coordinated by two full-time staff members.

### Signature events and initiatives

The Nebraska Alumni Association provided **\$7,500** of in-kind support to various groups and units, including the Chancellor's Commission on the Status of People of Color and the LGBTQA+ Center, by absorbing venue rental fees during the academic year. We provided an additional **\$3,000** for three signature events: Pride in the Workplace, Heartland Pride Festival, and the Multicultural Homecoming Cocktail Mixer. We also hosted or co-hosted **23** DEI-related events, totaling **1,171** event attendees and **983** hours of staff volunteering or involvement.

A number of DEIB events and initiatives were led, hosted, or co-hosted by the Nebraska Alumni Association.

### One-time events

- Over **470** people directly engaged with the alumni association at the Star City Pride Festival on June 18.
- Over **200** people directly engaged with us at the Heartland Pride Festival on July 16.
- Over **40** people attended the Pride Alumni Network Town Hall, an online event, on Aug. 11.
- **20** people attended Pronouns 101, an NAA staff workshop, on Aug. 18.
- The Multicultural Homecoming Social on Sept. 29 was attended by **98** people.
- A Jackie Gaughan Multicultural Center Hall of Fame event on Sept. 30 was attended by **64** people.
- The Multicultural Homecoming Cocktail Mixer on Sept. 30 was attended by **82** people.
- The Pride in the Workplace event on Oct. 5 was attended by **52** people.
- The LGBTQA+ Center's 15-year celebration on Feb. 8 was attended by **45** people.
- Lavender Graduation was held on May 4 and **89** people attended.
- **21** staff members attended the A is for Accessibility, an NAA staff workshop on June 20.

### Recurring events

- The Alumni of Color Network's advisory council meets monthly to provide guidance and direction for the network.
- As part of the NAA staff's professional development, the organization's culture team held monthly book club sessions to discuss Robin DiAngelo's book "White Fragility" and its implications.

### Initiatives

- NAA and the College of Business joined Career Services and the LGBTQA+ Center to revitalize Pride in the Workplace.
- We named advisory council members for the Alumni of Color Network.
- We facilitated an #NCLUDE anchor group on Connecting Alumni Through a DEIB Lens with five other college partners.
- We launched the Pride Alumni Network.

### Recognitions

*These recognitions exemplify our continued commitment to DEIB:*

- **Nathan Hé**, assistant director of alumni engagement, received the 2022 Diversity and Inclusive Excellence Award from the Lincoln Young Professionals Group in September.
- **Jordan Gonzales**, senior director of alumni engagement and senior diversity officer, received the inaugural \$5,000 CAEE Innovation Grant from the Council of Alumni Association Executives in October. It will fund his research into establishing equity-minded principles to diversify the alumni relations profession and leadership pipeline.
- **Nathan Hé** received the Chancellor's Award for Outstanding Contributions to the LGBTQA+ Community during Lavender Graduation in May.

### Progress

*Below are examples of our DEI progress in the 2022-23 academic year:*

- We made financial investments in an assistant director level position and a senior director level position, both focusing on DEI among other initiatives.
- We updated restrooms to be gender neutral at the Wick Alumni Center and the Nebraska Innovation Campus Conference Center.
- We began providing pronouns options on name tags and web event registration.
- We published a Black voices issue of Nebraska Quarterly magazine.
- We developed a DEIB page on huskeralum.org page on our site, [www.huskeralum.org/diversealumni](http://www.huskeralum.org/diversealumni).

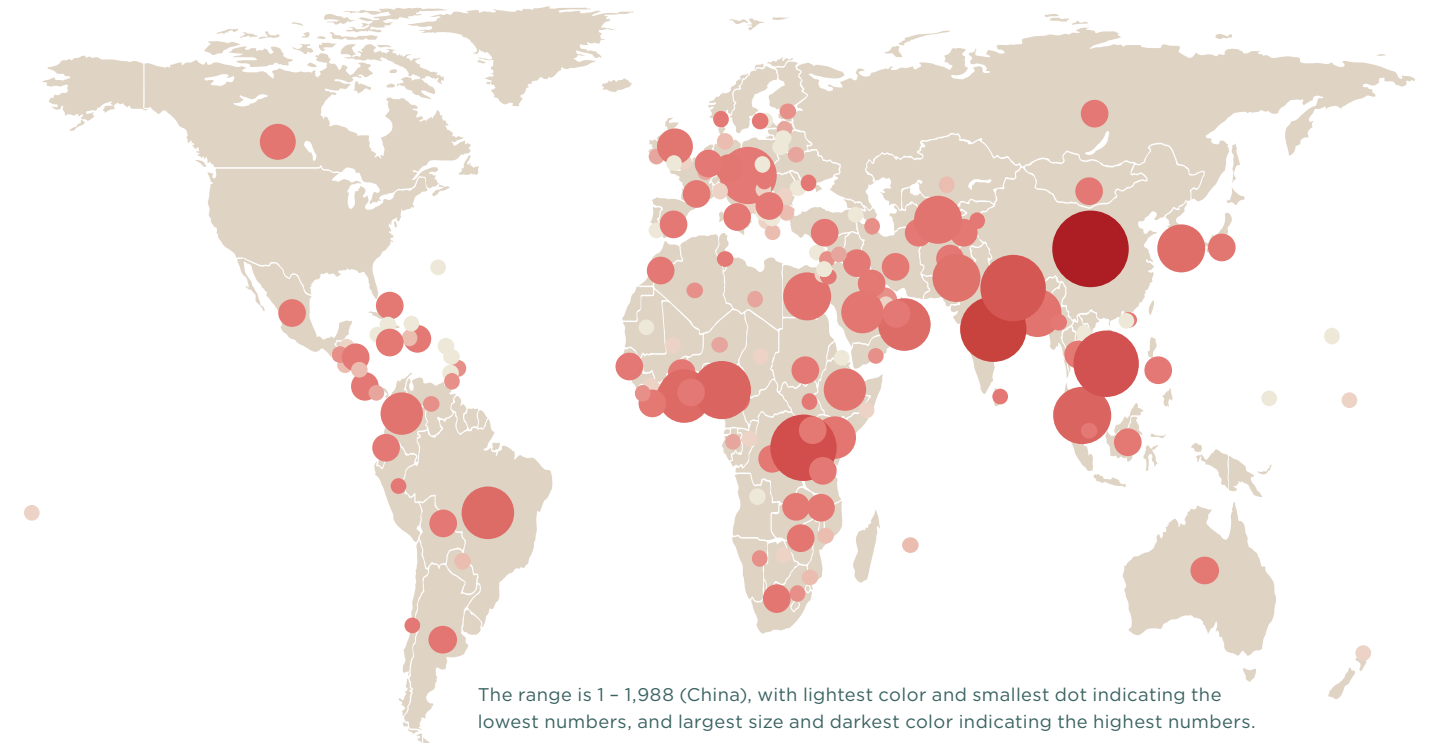


# BY THE NUMBERS

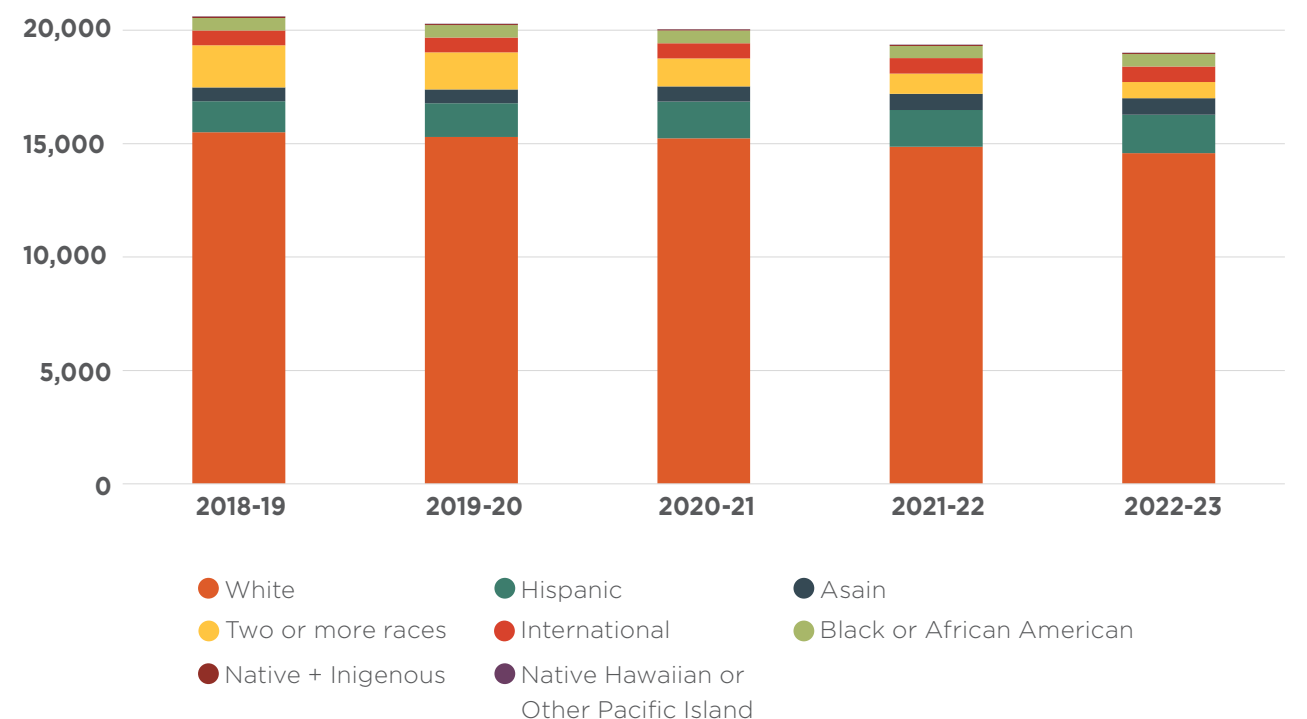
## Admitted Students: Averages of 2018-2022



## International Applicants: 2018-2022



## Undergraduate Enrollment

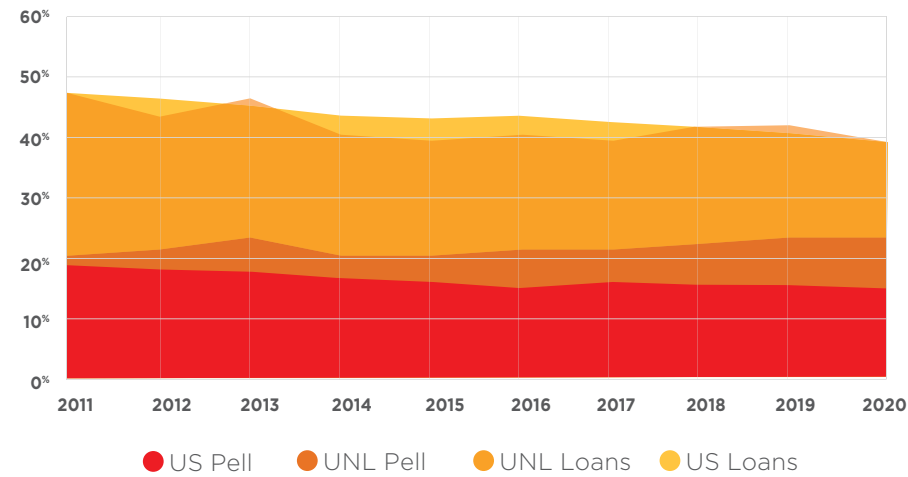


Data Source: Admissions

# BY THE NUMBERS

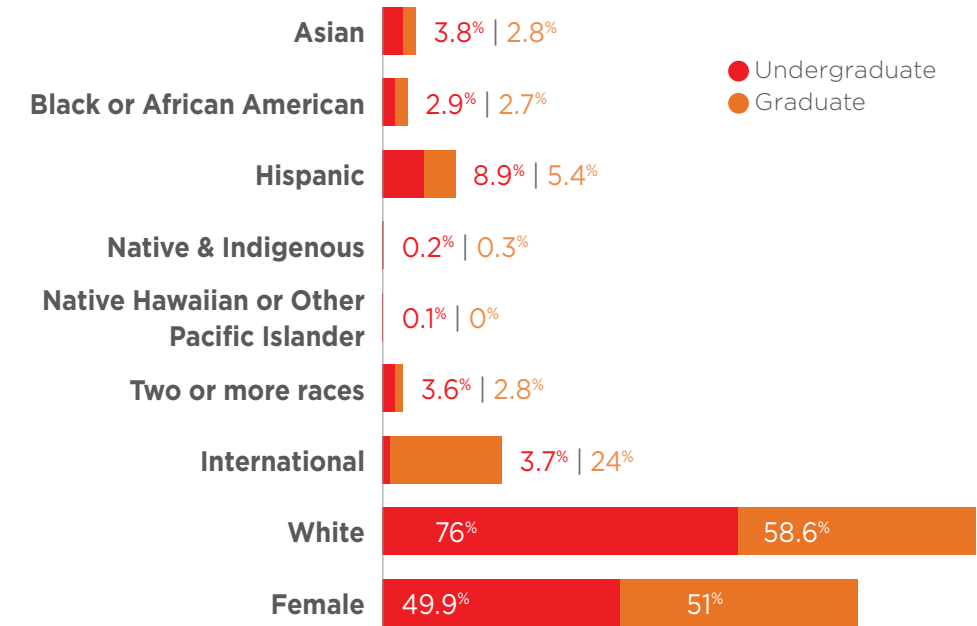
## Undergraduate Student Borrowing

Approximately one in five UNL students get Pell Grants, more than the national average.



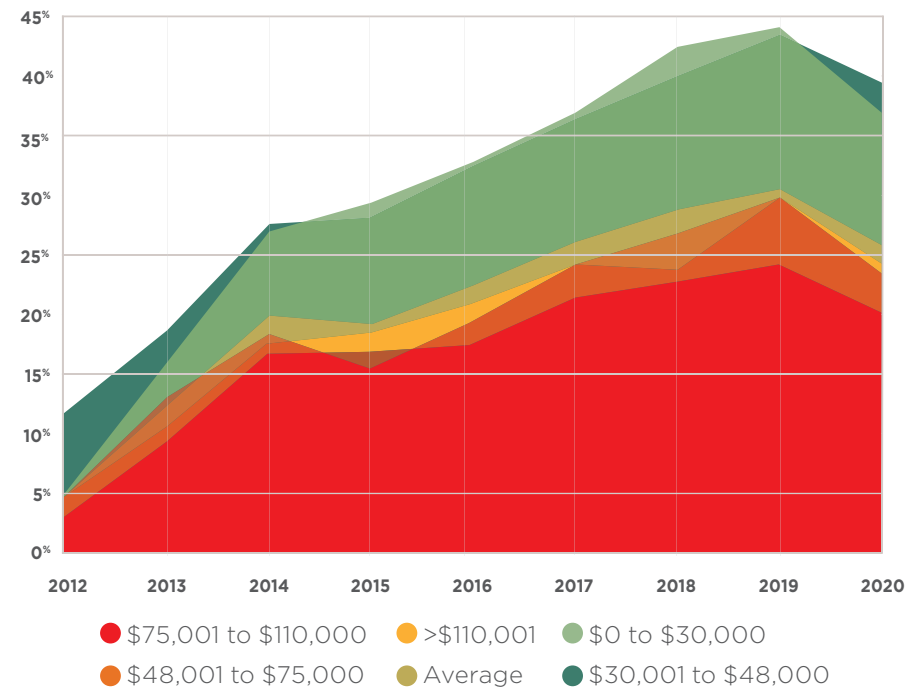
National data from College Board

## UNL Undergraduate & Graduate Students 2022-2023



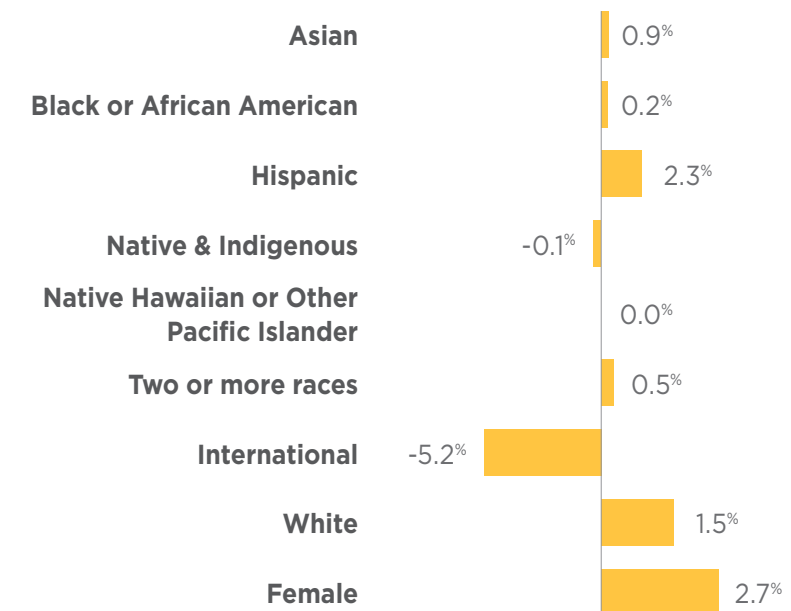
## Increase in Average Annual Cost by Family Income Level

The average annual cost to attend UNL has increased >40% for those making less than \$48k



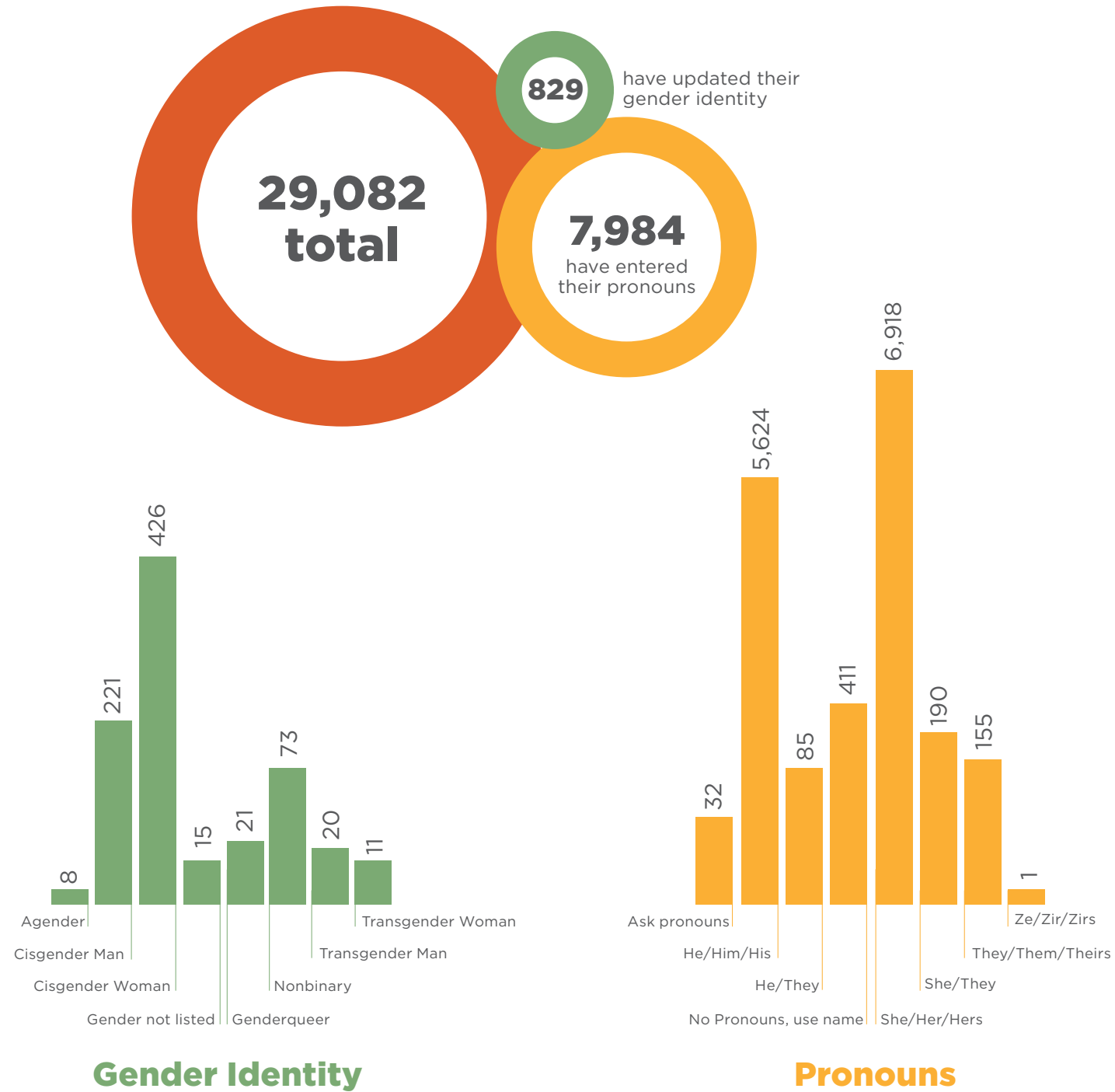
Percentage Point Change in Undergraduate Population

## Percentage Point Change in Undergraduate Population Fall 2018 - Fall 2022



# BY THE NUMBERS

## UNL Students: 2022-2023

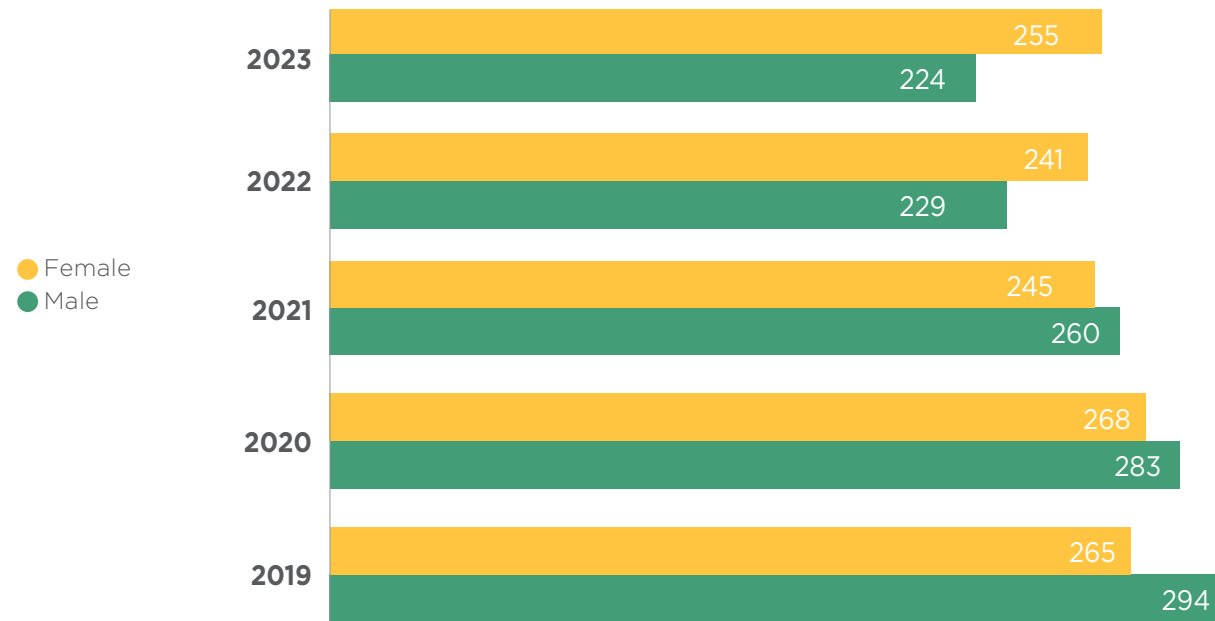


## UNL Faculty by Race/Ethnicity: Fall 2019 - Fall 2023

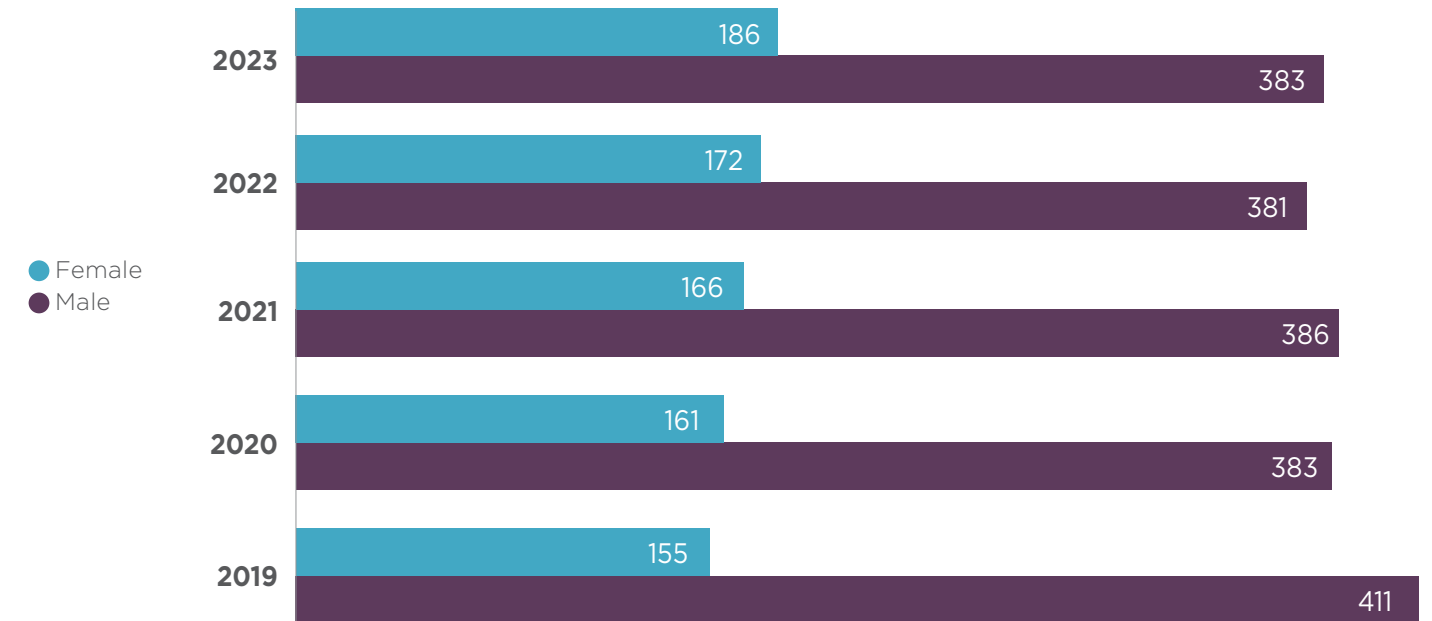


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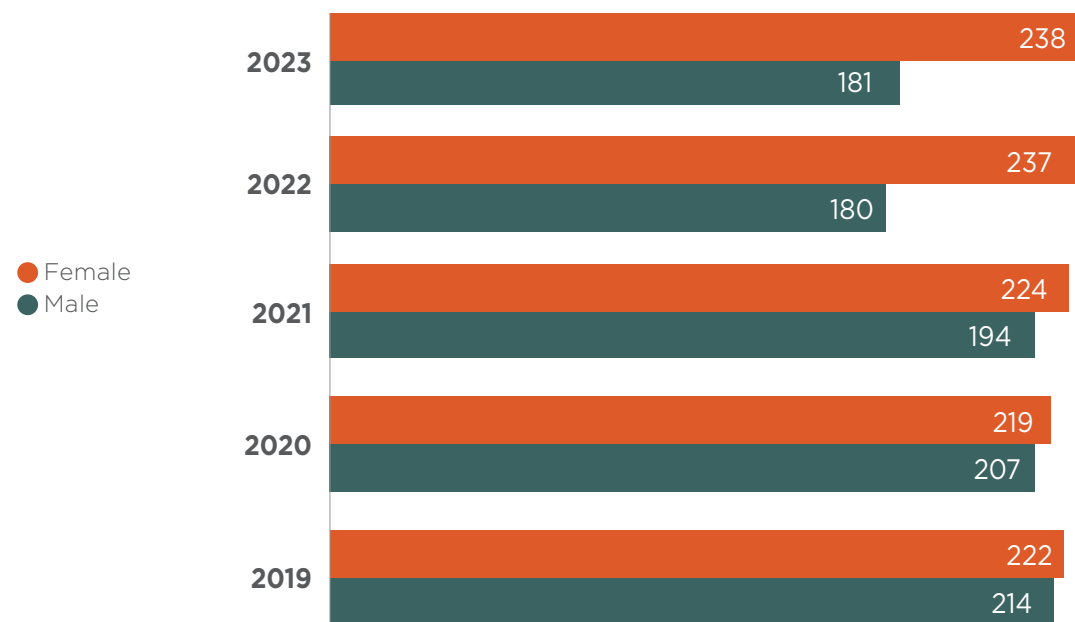
**UNL Assistant Professors by Sex:** Fall 2019 - Fall 2023



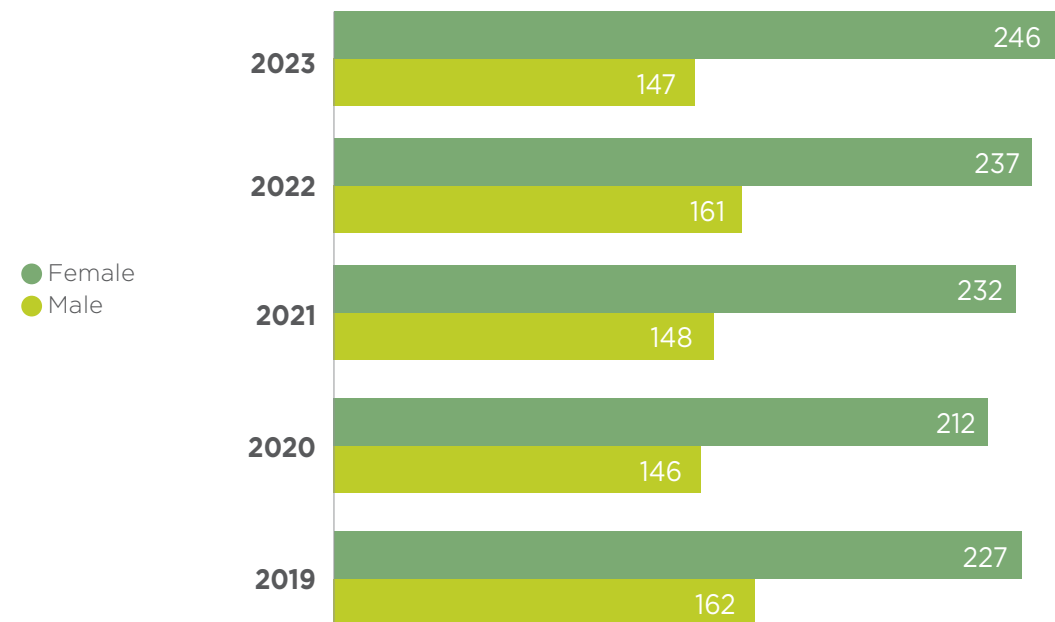
**UNL Faculty - Full Professors by Sex:** Fall 2019 - Fall 2023



**UNL Faculty - Associate Professors by Sex:** Fall 2019 - Fall 2023

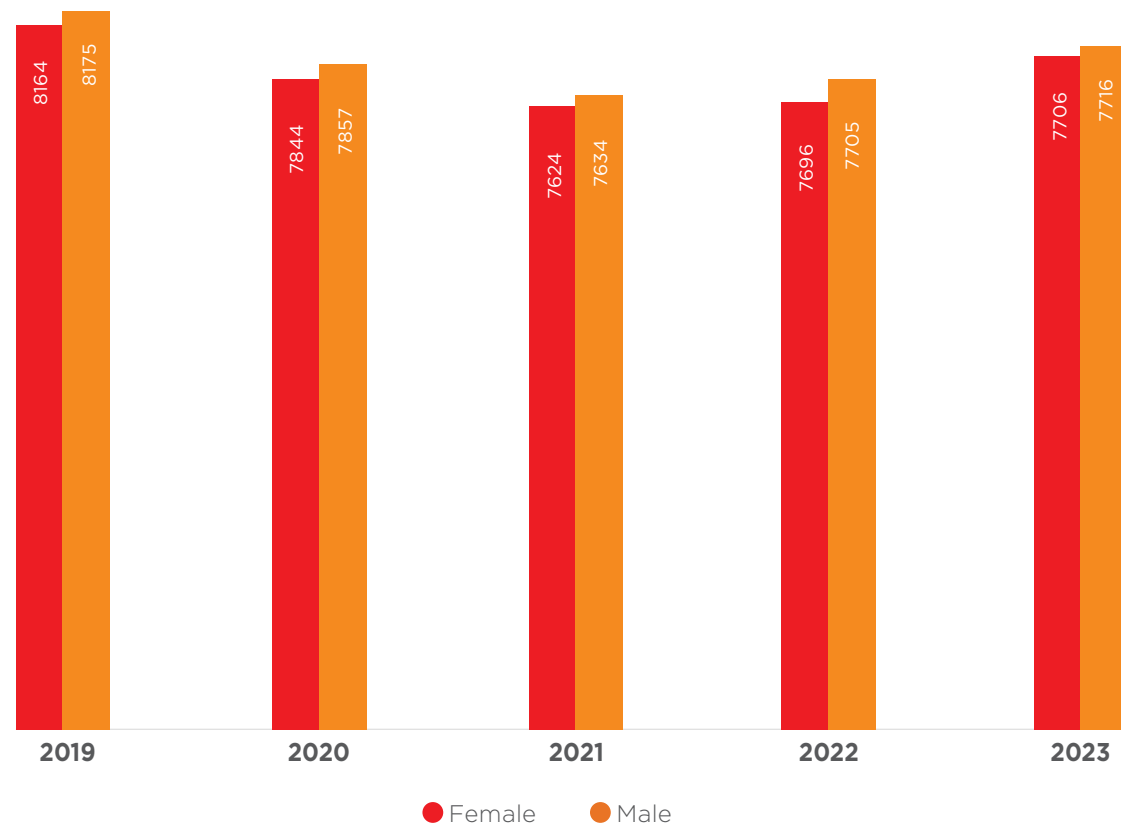


**UNL Faculty - Lecturers by Sex:** Fall 2019 - Fall 2023

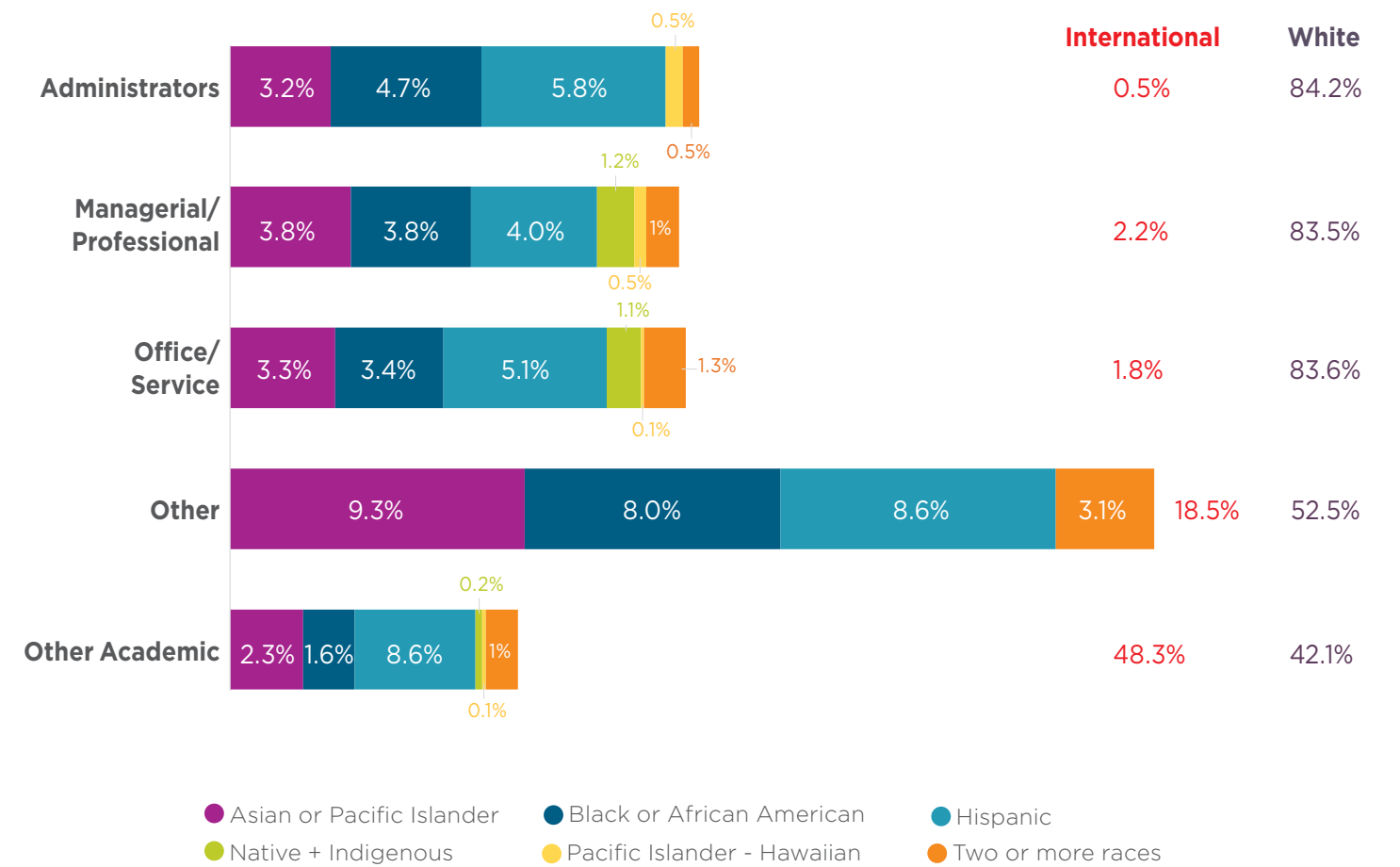


# BY THE NUMBERS

### UNL Staff by Sex: Fall 2019 - Fall 2023



### UNL Staff by Role and Race/Ethnicity: 2023







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