

BY THE NUMBERS



Sponsorship Awards

\$4,225 AWARDED

- Six applications funded
- 404 attendees at sponsored events



Equity-Minded Event Endorsements

27 REQUESTS ENDORSED

- 38 requests submitted
- 360 attendees at endorsed events



PCOE Events

THREE EVENTS

- 186 attendees



950+

Total number of attendees at all equity-minded events

PRESIDENT'S COMMISSION ON EQUITY MEMBERSHIP 2020-2021

Office of the President:

Dr. Cynthia Teniente-Matson (Co-Chair)

College of Arts & Sciences:

Dr. Blake Erickson

Dr. Lizbett Tinoco

College of Business:

Dr. Gilbert Barrera

Dr. Amy Lewis

College of Education & Human Development:

Dr. Tamara Hinojosa

Office of Academic Affairs:

Tim Gritten (Co-Chair)

Tasha Martinez, Diversity Resident Librarian

Sha Johnson

Division of Student Affairs:

Cristina Dominguez

Julie Eddards

Dr. Mari Fuentes-Martin

Human Resources:

Martha Gonzalez, ex officio

Enrollment Management:

Vanessa Quiroga

Student Government Association

President: Alyssa Atkinson

Campus Activities Board President:

Valeria Rodriguez

Continuing and Future Initiatives in 2020-2021

The PCOE is dedicated to continuing to build equity and equity-mindedness on the A&M-San Antonio campus. To this end, the following initiatives are proposed for 2020-21:

- Digital Equity
- Diversity Forums
- Speaker Series
- Sponsorship Awards



TEXAS A&M UNIVERSITY - SAN ANTONIO

President's Commission on Equity

ANNUAL REPORT 2019-20



TEXAS A&M UNIVERSITY - SAN ANTONIO

President's Commission on Equity

equity@tamusa.edu

tamusa.edu/officeofthepresident/presidents-commission-on-equity

ON A MISSION TO ADVANCE EQUITY AND INCLUSION

PCOE PURPOSE

A&M-SA values the rich diversity and heritage of the community it serves. To support this work, Dr. Matson created the PCOE and charged it with leadership to build "a culture of excellence that values equity and inclusion." Over the last three years, the issues surrounding equity and equity-mindedness have evolved and alongside it, so has the work done by PCOE. Whether it be through mindful programming or purpose-driven workshops, we are on a mission.

EXCERPT FROM STATEMENT ON EQUITY

Our path to equity-mindedness contemplates digital equity and minimizing, if not eliminating, the digital divide. This is especially important for those from groups whose access to success has been, and continues to be, limited. Through these learning opportunities, we can bridge the historical educational gap and reduce the differences in student success, graduation rates, and inequities in the broader university community.



PCOE INITIATIVES 2019-20

To achieve the two IEP program outcomes, the PCOE developed initiatives in 2019-20 to expand campus awareness of cultural competency:

- Increase awareness of cultural competency among faculty, staff, and students.
- Individuals from different backgrounds, cultures, and values will be able to engage with each other to build a culture of excellence that values equity and inclusion.

PCOE Events from 2019-20



Fall Diversity Forum
Dr. Archie Ervin

Our Fall Diversity event included a campus-wide forum, a student-only Discussion: Understanding free speech and offensive speech and a Faculty-only Discussion: How to make campus a safe space to discuss diversity research.



The first generation college student panel and workshop featured a facilitated conversation between staff/faculty who were once first-generation college students and current first-generation college students.



PCOE Conversation Series
First-Generation Panel

PCOE Speaker Series

DR. LILA VALENCIA

Dr. Lila Valencia, senior demographer at the Texas Demographic Center, lent us her expertise on the demographic trends of Texas. Her lecture included the projections for the state, and in particular, higher education.



PCOE ENDORSEMENT OF CULTURAL EVENTS

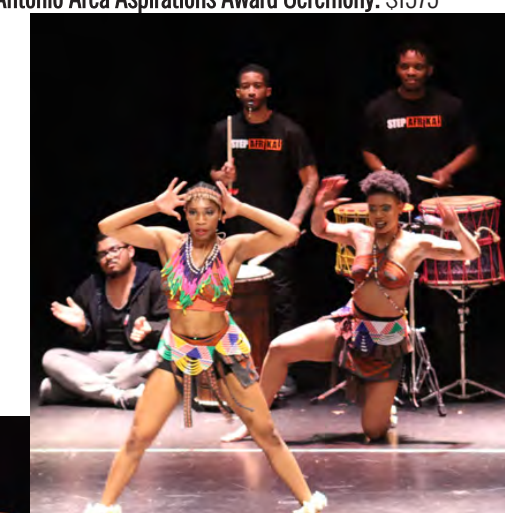
PCOE continues the initiative to build awareness of the numerous events held on campus by various constituencies. Two criteria were established for the event to receive "Culturally competent" endorsement. These criteria were:

- Goal:** Event/activity will advance diversity, cultural competence and/or inclusion on campus, and
- Impact:** Event/activity will have a broad impact on the campus community.

PCOE SPONSORSHIP AWARDS

The PCOE provides sponsorship awards as single-semester, multiple-semester and special one-time funding. Throughout the year, there were six recipients of sponsorship awards. The awardees included:

- Antoinette Curl**, Academic Advising: "Immigrant Students Unconference." \$500
- Drs. Barragan and Rehn-DeBraul**, Women and Gender Studies: "A Fable for Proletarian Children: American Women, Russia, and the Revolution That Never Came to the U.S." \$500
- Eli McCullen**, LGBTQ+ Task Force: "Transgender Narratives: Stories from the Local Community" \$500
- Eli McCullen and Sarah Dwyer**, LGBTQ+ Task Force: "Beyond the Binary: Transgender Awareness week 2019" . \$250
- Dr. Jeong Yang**, Computing and Cyber Security: San Antonio Area Aspirations Award Ceremony. \$1975
- Jarrick Brown**, Student Involvement: Step Afrika! \$500



SUCCESSFUL INITIATIVES FROM 2019-20

- **Equity/Inclusion Designation of Courses:** Studied the potential impact of requiring all incoming students to complete six hours of courses that will further develop their awareness and understanding of the causes, trends, realities, perpetuation, consequences, and means of addressing social inequality including but not limited to inequalities based on race, gender, ability, sexuality, religion, ethnicity, immigration status, and military service.
- **Conversation Series:** Provided a facilitated conversation that dismantled diversity topics into manageable frameworks in order to encourage cultural competency through respectful discussion.
- **Cultural Humility/Responsiveness:** As PCOE promoted the concept of cultural competency through the Speaker Series, Diversity Forum, and sponsored events, it recognized that "competency" suggests achieving an endpoint. Communication and education shifted toward the more open concept of "cultural humility."