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Diversity Officer
Area Diversity, Equity & Inclusion

Diversity, Equity & Inclusion Policy

I. Policy Statement

II. Application

III. Definitions

Term means

Term means

IV. Policy and Procedures

Multicultural Student Programs

- A. With over half of our students identifying as a student of color, LGBTQIA, international and/or as a religious minority, The University of Tulsa provides a unique opportunity to get to know people from a wide variety of identities and cultural backgrounds. Our diversity is a part of what enriches your educational experience at TU.

We encourage you to get to know students outside of your own cultural, religious or ethnic group and take this amazing opportunity to learn about yourself and others. It is our hope that your diverse experiences here will translate into a life of exploration with intercultural respect and appreciation at its core.

The Office of Multicultural Student Programs' mission is to provide cultural and educational programming for the TU community. Through mentoring, advising and programming, we seek to create an environment that celebrates our culturally diverse community, promotes the personal and academic success of minority students and engenders the formation of

individuals who lead culturally rich lives.

B. Resource Center

1. Chevron Multicultural Resource Center

i. 918-631-2966

2. The Chevron Multicultural Resource Center is located on the first floor of the Holmes Student Center in Hardesty Hall. The center was created to address the needs of the growing multicultural student population.

3. Chevron Multicultural Resource Center's purpose is to:

i. Provide space for small groups to meet

ii. Provide space for individuals and groups to study, relax and work on projects

iii. Be a resource for current and prospective students

4. The center has computers and printers, a growing library of books, a large table for meeting and project space and comfortable couches and chairs in which to relax. There also is space for student groups to store files and papers.

5. Brochures and informational fliers on our multicultural student groups on campus, study-abroad information, topics related to diversity and inclusion, and resources on internships and scholarships are also available.

6. Past events and activities sponsored by the Chevron Multicultural Resource Center include the Tulsa area Intertribal Powwow, Multicultural Identity Mask Project, MLKing Jr. Commemoration parade, and a host of other events.

C. Local Resources

1. [Greenwood Cultural Center](#)

2. [Hispanic Chamber of Commerce](#)

3. [Islamic Society of Tulsa](#)

4. [Oklahoma Center for Community and Justice](#)

5. [Oklahoma NAACP](#)

6. [Oklahomans for Equality \(LGBTQQIA Center in Tulsa\)](#)

7. [YWCA Tulsa](#)

D. Additional Resources

1. [Diversity Employers](#)

2. [Hispanic Scholarship Fund](#)

3. [The Black Collegian Online](#)

4. [The Intercultural Communication Institute](#)

E. Online Resources

1. Vlogs and Podcasts

- i. [Jay Smooth](#)
- ii. [NPR's Tell Me More Podcast](#)
- iii. [Ted Talk: Color Blind or Color Brave?](#)
- iv. [Ted Talk: The Danger of a Single Story](#)
- v. [Podcast: Code Switch \(NPR\)](#)
- vi. [Podcast: About Death, Sex and Money](#)

2. **Blogs, Websites and News**

- i. [Colorlines](#) (News from a multiracial perspective)
- ii. [Race Forward](#)
- iii. [The Critical Race Initiative](#) (understanding race and society)
- iv. [Voices of a People's History](#)
- v. [Teaching Tolerance](#)
- vi. [Everyday Feminism](#)
- vii. [Racialicious](#)
- viii. [Racism Review](#)

Respect for Religious Diversity

A. **Purpose**

1. As an institution founded by and affiliated with the Presbyterian Church (U.S.A.), The University of Tulsa honors and respects the place of religious life in all its diversity. The university seeks to support and foster an atmosphere in which members of the University community may freely observe their religious faith traditions.

B. **Who is Covered?**

1. Regular and temporary full-time and part-time faculty, administrative/professional staff, hourly staff and students.

C. **Policy**

1. The University of Tulsa urges its administrators, faculty, staff and students to be sensitive to the religious holidays of major faith traditions, so that all persons may participate in the essential practices of their faith without conflict with either academic or work requirements. Campuswide events, such as convocations, commencements and homecomings, should thus not be scheduled on major holidays of the religious traditions of university constituents. Likewise, the scheduling of tests and examinations on such days should be avoided if at all possible.
2. Where class scheduling conflicts are unavoidable, it is the policy of the university to excuse the student absence that results from attendance at religious observances. Faculty and/or academic administrators should provide opportunity for students to make up work or examinations missed in a timely manner and without penalty.

Students should give two weeks' notice to the course instructor of their intention to absent themselves when a scheduled activity conflicts with a formal observance of an organized religion or faith tradition.

3. Staff may also be excused, consistent with university leave policy, when the individual's work schedule conflicts with a formal observance of an organized religion or faith tradition. Staff are asked to give adequate notice to their supervisor, based on departmental requirements.
4. **Approved**
Student Association – Jan. 21, 1999
Faculty Senate – Feb. 18, 1999
Staff Advisory Council – April 1, 1999
President's Executive Committee – May 19, 1999

1921 Tulsa Race Massacre Centennial

A. In 2021, Tulsa will observe the 100th anniversary of the Tulsa Race Massacre – the deadliest and most destructive massacre in U.S. history. TU joins with other organizations in the Tulsa community to ensure that neither the tragedy nor the lessons learned are forgotten. Numerous events, programs and projects are planned in the coming months to commemorate the centennial. This page will be updated to reflect new articles, information and upcoming events.

1. [TU Community Events](#)

B. **Tulsa Community Events**

1. **1921 Tulsa Race Massacre Centennial Commission**

- i. The 1921 Tulsa Race Massacre Centennial Commission will leverage the rich history surrounding the 1921 Tulsa Race Massacre by facilitating actions, activities, and events that commemorate and educate all citizens.
- ii. "The projects of the 1921 Tulsa Race Massacre Centennial Commission will educate Oklahomans and Americans about the Race Massacre and its impact on the state and Nation; remember its victims and survivors; and create an environment conducive to fostering sustainable entrepreneurship and heritage tourism within the Greenwood District specifically, and North Tulsa generally."
- iii. [Explore these commemorative events](#)

2. **Other Community Events**

- i. [Tulsa '21" Black Wall Street](#)
An original stage production about the history of Tulsa's Black Wall Street and the 1921 Massacre.
- ii. [The Attack on Greenwood Exhibit](#)
A traveling exhibit on the history of the Greenwood Area and the 1921 Tulsa Race Massacre for the purpose of educating the community.

C. **Diversity and Engagement at TU**

1. The education of people of diverse backgrounds and cultures lies at the heart of The

University of Tulsa's core values and mission. The university furthers its mission of educational excellence by creating an environment of equity and inclusion that values diverse life experiences, ideas, and perspectives. TU is committed to aligning its practices to cultivate a community that reflects these fundamental values and goals.

2. Learn more about TU's commitment to diversity and inclusion [here](#).

University of Tulsa Land Acknowledgment

- A. The University of Tulsa has a strong commitment to diversity, equity, and inclusion. With this commitment, we strive to implement initiatives that inspire action and further our relationships with Indigenous communities. It is in this effort that TU recognizes the Tribal lands on which our main campus resides. We would like to honor and acknowledge the Indigenous tribes, and tribes who were forcibly removed, including the Ni-u-kon-ska (Osage), Kitikiti'sh (Wichita), Kadohadacho (Caddo), Mvskoke (Muscogee [Creek]), and Tsáläǵǵi (Cherokee) Tribal Nations as the original inhabitants and keepers of the land and water that we now call Tulsa, Oklahoma. TU recognizes that our main campus is located on the Mvskoke (Muscogee [Creek]) Nation Reservation, whose Tribal members were forcibly removed from their homelands as a result of white supremacist and discriminatory laws, including the U.S. Indian Removal Act of 1830. We acknowledge that the university was first established as a Presbyterian School for Indian Girls with its own history and relationship to the land, Tribes, and campus. We recognize this foundation and assume the responsibility to educate ourselves and others on the Indigenous history and importance of the land and water that we occupy.
- B. With this effort we profess the truth that is often buried. Our presence here today is a result of broken treaties, genocide, and ethnocide by colonial powers against those who have maintained and cared for the land and water since time immemorial. The effects of colonization have created historical and ongoing injustices impacting Indigenous peoples today. Truth and recognition of this reality is essential to reconciliation and building meaningful relationships and partnerships with Tribal communities, as well as creating opportunities for active community engagement and support; including, but not limited to, collaborative programming, internships, and bridge programs. By revealing this history, its continuing impacts, and correcting miseducation, we will no longer overlook how this land was occupied. We respect and recognize all Indigenous peoples as the original and contemporary stewards of this land.
- C. **Related Policies**

This policy is not a contract. The University of Tulsa reserves the right to modify, revise, rescind or grant exceptions to this policy.

Approval Signatures

Step Description	Approver	Date
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