

LOUISIANA COMMUNITY AND TECHNICAL COLLEGE SYSTEM

INSTITUTION	PROGRAM NAME	PROGRAM PURPOSE AND EXPECTED OUTCOME	PROGRAM DESCRIPTION	PROGRAM PERSONNEL	STATE FUNDING
Bossier Parish Community College	DIVERSITY, EQUITY, AND INCLUSION COMMITTEE (VCSS)	Diversity & Awareness planning. The group created displays and discussed ideas for awareness.	The Committee visited 3 times during the year and planned various events for students to attend. No set program specific to cost. BPCC employees are from various divisions. Events are sponsored by the Multicultural Committee and the Office of Student Life.	15	\$2,200.00
NOTES: Estimated cost for committee members' payroll; covered by funds for normal duties. We have not tracked the exact cost. Most events do not cost anything extra outside use of pre-existing facilities and employees.					
Nunez Community College	Diversity Equity and Inclusion Committee	The purpose of the Diversity and Inclusion committee is to bring together individuals of the college with diverse skills and expertise to work collaboratively on specific tasks, programs and issues related to D&I at the institution.	Two meetings in the Fall and Spring semester, to discuss specific topics and plan actions related to D&I matters on campus. Members would present updates/ideas, discuss relevant issues, engage various stakeholders and organize workshops and events.	9	\$1,392.86
SOWELA Technical Community College	SOWELA Diversity, Equity, and Inclusion (DEI) Committee	Help guide the integration of diversity, equity, and inclusion into all aspects of operations at SOWELA Technical Community College.	Committee comprised of representatives from various College departments that meet periodically and discuss opportunities to integrate DEI into operations at SOWELA.	12 Committee Members	\$2,312 expended on committee supplies and DEI workshop for employees in FY24

SOUTHERN UNIVERSITY SYSTEM

INSTITUTION	PROGRAM NAME	PROGRAM PURPOSE AND EXPECTED OUTCOME	PROGRAM DESCRIPTION	PROGRAM PERSONNEL	STATE FUNDING
<p align="center">Southern University and A&M College</p>	<p align="center">Mass Communications</p>	<p align="center">Program statement required for Mass Communications accrediting body (Accrediting Council on Education in Journalism and Mass Communications).</p>	<p align="center">Academic Curriculum-Exempt under Act 641.</p>	<p align="center">N/A</p>	<p align="center">\$0.00 (No State Funds Used)</p>
<p align="center">Southern University and A&M College</p>	<p align="center">Office of Community Outreach and Inclusion</p>	<p align="center">The office was established in the Division of Student Affairs to offer an additional layer of support for non-traditional, commuter, LGBTQIA, Veteran, transfer and other groups of students that do not necessarily fit into the traditional aged college student. The expected outcome is to provide a sense of belonging to these students and as a result have a positive impact on the retention rate at the University.</p>	<p align="center">The Director of the program hosts various outreach activities to connect with these groups of students. Additionally, the office offers a safe space for these groups of students and a clearinghouse for them to gain information that will contribute to their positive experience at Southern University and A&M College.</p>	<p align="center">The Director is the only staff member assigned to the office</p>	<p align="center">\$0.00 (No State Funds Used)</p>

LOUISIANA STATE UNIVERSITY SYSTEM

INSTITUTION	PROGRAM NAME	PROGRAM PURPOSE AND EXPECTED OUTCOME	PROGRAM DESCRIPTION	PROGRAM PERSONNEL	STATE FUNDING
<p>Louisiana State University A&M College of Agriculture</p>	<p>Association to Advance Collegiate Schools of Business (AACSB) Diversity, Equity, Inclusion & Belonging (DEIB) Conference</p>	<p>The purpose of our participation in the AACSB DEIB Conference is to further our college's strategic priority of "Preparing our Graduates to Compete in a Global, International Economy." This participation also aligns with the focus of the college's specialized accreditor, AACSB, which emphasizes diversity and inclusion as core values in its 2020 business accreditation standards. The expected outcomes are to enhance inclusivity, expand opportunities for underrepresented groups, and better prepare our graduates to thrive in a diverse global marketplace.</p>	<p>The AACSB DEIB Conference provides tools and resources to advance DEIB efforts in higher education. Participants explore best practices, share challenges, and discuss solutions to increase accessibility and inclusivity. The conference focuses on strategies and actions to support students, faculty, and staff in fostering a more inclusive environment.</p>	<p align="center">0.05 FTE</p>	<p align="center">\$495.00</p>

<p>Louisiana State University A&M</p> <p>College of Business</p>	<p>Business School Diversity, Equity, and Inclusion Collaborative (BSDEIC) Membership</p>	<p>The purpose of our membership in the BSDEIC is to further our college's strategic priority of "Preparing our Graduates to Compete in a Global, International Economy." This membership also aligns with the focus of the college's specialized accreditor, the Association to Advance Collegiate Schools of Business, which emphasizes diversity and inclusion as core values in its 2020 business accreditation standards. The expected outcomes are to enhance inclusivity, expand opportunities for underrepresented groups, and better prepare our graduates to thrive in a diverse global marketplace.</p>	<p>The BSDEIC advances diversity, equity, inclusion, and belonging in higher education through hosting conferences to discuss best practices and programs, granting awards, and serving as a resource for educators and businesspeople who are interested in increasing the opportunities for historically underrepresented groups.</p>	<p>0</p>	<p>\$950.00</p>
<p>Louisiana State University A&M</p> <p>College of Business</p>	<p>National Black MBA Conference</p>	<p>The purpose of our participation in the annual National Black MBA Association (NBMBAA) conference is to gain access to valuable professional development, networking opportunities, and career resources. Students can participate in workshops, hear from industry leaders, engage with top employers at career expos, and connect with peers and mentors to advance their careers and leadership potential in business. The conference also fosters learning, personal growth, and the promotion</p>	<p>The National Black MBA Association (NBMBAA) is a professional organization dedicated to enhancing the career and leadership potential of Black professionals. Through educational programs, networking opportunities, scholarships, and annual conferences, NBMBAA supports personal and professional development in business, while promoting diversity, inclusion, and economic empowerment.</p>	<p>0.05FTE</p>	<p>\$7,783.02</p>

		<p>of diversity and inclusion in the business community. This participation also aligns with the focus of the college's specialized accreditor, the Association to Advance Collegiate Schools of Business, which emphasizes diversity and inclusion as core values in its 2020 business accreditation standards. The expected outcomes are to enhance inclusivity, expand opportunities for underrepresented groups, and better prepare our graduates to thrive in a diverse global marketplace.</p>			
<p>Louisiana State University A&M</p> <p>College of the Coast and Environment</p>	<p>LSU Environmentors</p>	<p>EnvironMentors is a national science education and college access program dedicated to mentoring and inspiring high school students from underrepresented communities in the sciences. The program aims to boost students' self- confidence, deepen their understanding of science, and ultimately improve high school graduation rates among participants.</p>	<p>This after-school extracurricular program connects science students from Scotlandville Magnet High School with individual mentors, guest speakers, field trips, service projects, and more. Paired with LSU student mentors, these high school students undertake challenging, year-long science projects, while the LSU mentors hone their leadership and communication skills. EnvironMentors has a proven track record of fostering the next generation of environmental stewards and equipping students with the skills and confidence to</p>	<p>0.3 FTE</p>	<p>\$9,326.00</p>

			<p>achieve ambitious life goals. Ninety-eight percent of program participants have graduated from high school, with 80 percent pursuing higher education and an additional eight percent joining the military. As of June 30, 2024, the College of the Coast & Environment (CC&E) has transitioned this program to the Louisiana Sea Grant. The personnel time (0.3 FTE) is now allocated to other CC&E student engagement and advising activities.</p>		
<p>Louisiana State University A&M</p> <p>College of Engineering</p>	<p>Recruiting into Engineering High Ability Engineers (REHAMS); A Residential Engineering Camp</p>	<p>The camp's main objective is to expose the high school students to the different career areas of engineering as well as introduce them to life as an engineering student at LSU. A pre- and post-survey is administered to participants to determine impact and outcomes including understanding engineering, increasing self- efficacy in CoE Majors and increase knowledge of LSU.</p>	<p>REHAMS is a 7-day residential camp designed to encourage multicultural students to pursue an engineering, computer science, or construction management degree at LSU. High school students explore, create, experiment, build, code, design, and compete in a variety of engineering and college preparatory activities. LSU College of Engineering faculty and students work together to create the ideal learning environment for attendees through information sessions, hands-on workshops, field trips and activities. Attendees also work very closely with current College of Engineering students from which they can gain first-</p>	<p>0.17 FTE</p>	<p>\$7,532.00</p>

			<p>hand insight on the life of an Engineering student. The signature event is the week-long “Design Project Competition” in which students compete to design, build, and present a multi-disciplinary engineering project. Overall fees are reduced based on sponsor donations and additional fee waivers are available with demonstrated need.</p>		
<p>Louisiana State University A&M</p> <p>College of Engineering</p>	<p>LSU Halliburton eXploration Camp Inspiring Tomorrow’s Engineers (XCITE); A Residential Engineering Camp</p>	<p>The camp’s main objective is to expose high school female students to the different career areas of engineering as well as introduce them to life as an engineering student at LSU. A pre- and post-survey is administered to participants to determine impact and outcomes including understanding engineering, increasing self- efficacy in CoE Majors and increase knowledge of LSU.</p>	<p>The LSU Halliburton XCITE camp to encourages female students to pursue an engineering, computer science, or construction management degree. This program gives high school students the opportunity to explore, create, experiment, build, code, design, and compete in a variety of engineering and college preparatory activities. College of Engineering faculty and students host a number of hands-on workshops and activities with the purpose of introducing and/or enhancing each attendee’s knowledge on the many disciplines within</p>	<p>0.17 FTE</p>	<p>\$7,532.00</p>

			<p>engineering. Program highlights include networking with Female Engineers, and a refinery field trip. Reduced fees are available with demonstrated need.</p>		
<p>Louisiana State University A&M</p> <p>College of Engineering</p>	<p>Diversity Initiatives Scholars Workshop Series</p>	<p>Foster a culture and environment of active engagement, and provide enriching opportunities that support students' academic, professional, and personal growth, where all students, particularly those from under-resourced and under-prepared backgrounds, can thrive.</p>	<p>Organize ~3 workshops each semester to provide Scholars and students exposure to industry professional topics, trends and innovations. Topics vary and include leadership, teamwork, professional networking, and financial literacy. A book is selected each year for book club type discussion. Books by John Maxwell and Malcolm Gladwell have been used.</p>	<p>0.08 FTE</p>	<p>\$3,766.00</p>

<p>Louisiana State University A&M</p> <p>College of Engineering</p>	<p>NACME Scholars Block Grant Program</p>	<p>Increase retention and graduation rates of underrepresented minority (URM) students while providing professional development.</p>	<p>In order to increase engineering diversity, the NACME Block Grant supports an integrated and enhanced scholars program to support URM students throughout their academic career resulting in improving GPAs, and increasing retention and graduation rates of URM students while decreasing the time to graduation. Under this five-year grant, NACME provides financial support to the LSU College of Engineering (CoE) to fund 24 NACME scholars at an average of \$2,500 per student per year and LSU Foundation provides a 'matching' scholarship to the same students to bring the total award for each student to \$5,000 per year. NACME provides additional funds to first year scholars who complete an LSU summer bridge program. NACME Scholars participate in the LSU Diversity Workshops and NACME web-based seminars lead by national corporate leaders.</p>	<p>0.08 FTE</p>	<p>\$6,244.00</p>
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<p>Louisiana State University A&M</p> <p>College of Engineering</p>	<p>ExxonMobil (XOM) Diversity Scholars Program</p>	<p>Increase retention and graduation rates of URM students while providing professional development.</p>	<p>The ExxonMobil Diversity Scholars Program has focused on four goals: using the funds as a minority recruiting and retention tool, funding 10-15 scholars for four years in the program, developing a mentoring element, and increasing participant graduation rates. The LSU Diversity team works closely with the XOM liaison coordinating activities and scholar's engagement. Each of the goals has been met with success. Scholars participate in the Diversity Workshops.</p>	<p>0.08 FTE</p>	<p>\$6,244.00</p>
<p>Louisiana State University A&M</p> <p>College of Engineering</p>	<p>Affinity Group Student Organization Advising and Support</p>	<p>Affinity student organizations are supported in meeting each group's mission, developing leaders and conducting activities. Also, coordinate with companies who engage and donate funds to the organizations.</p>	<p>Student organizations supported: National Society of Black Engineers, Society of Hispanic Professional Engineers, Society of Women Engineers, Society of Asian Scientist and Engineers, Coalition of Black Women Engineers, Women in Computer Science, Engineering Diversity Ambassadors.</p>	<p>0.08 FTE</p>	<p>\$6,244.00</p>
<p>Louisiana State University A&M</p> <p>College of Engineering</p>	<p>EXcellence in Calculus/STEM for Engineering Leadership and Diversity (EXCELD) Tutoring Program</p>	<p>The EXCELD program is a tutoring initiative aimed at helping first-year engineering students excel in their foundational courses (math, chemistry, and physics). The goal of this program is to increase the retention and graduation rates of underserved and underrepresented groups in engineering at LSU.</p>	<p>The EXCELD program offers free tutoring to first-year students with a declared engineering major (including computer science and construction management). Freshmen must apply, and priority is given to first-generation, underrepresented minorities, women, and students</p>	<p>0.58 FTE</p>	<p>\$35,053.00</p>

			<p>with financial need. Program participants are expected to schedule at least one tutoring session per week (at a time/day of their choice using the provided scheduling software), and they have access to helpful resources in the EXCELD Moodle. Tutors are College of Engineering students who serve as role models for these freshmen. It is expected that students who participate in this tutoring program will be better prepared for their engineering curricula by creating a strong foundation in their introductory STEM courses and earning better grades, which will increase their chances of completing their engineering degrees. These freshmen will also gain a sense of community through the meaningful connections that can be made with their near peer tutors.</p>		
<p>Louisiana State University A&M</p> <p>College of Human Sciences & Education</p>	Call Me MISTER	Increase the number and diversity of PK-12 teachers in Louisiana Schools	The program aims to recruit males and underrepresented teachers to the teacher preparation program in the School of Education.	0.25 FTE	\$10,000.00

<p>Louisiana State University A&M</p> <p>College of Human Sciences & Education</p>	<p>Ollie H. Burns Scholarship</p>	<p>The donors preference is the scholarship will be given to a minority student, including African American, Hispanic, Native American, and Asian Pacific Islander.</p>	<p>It is a scholarship that is distributed to a current School of Information Science student. The amount of the scholarship is small...not equal to the cost of a single course in the program.</p>	<p>0</p>	<p>\$0.00 (No State Funds Used)</p>
<p>Louisiana State University A&M</p> <p>College of Human Sciences & Education</p>	<p>People Like Me</p>	<p>Sharing students' stories will inspire others to overcome adversity and reach their goals.</p>	<p>The People Like Me Series highlights the achievements and successes of a diverse group of students. Each story features students who have experienced challenges or obstacles throughout their academic journey.</p>	<p>0.75 FTE</p>	<p>\$0.00 (No State Funds Used)</p>
<p>Louisiana State University A&M</p> <p>LSU Law Center</p>	<p>Cross Cultural Competency Training</p>	<p>Empower faculty to be better able to comply with ABA standard 303(c) "A law school shall provide education to law students on bias, cross-cultural competency, and racism:</p> <ol style="list-style-type: none"> 1. at the start of the program of legal education, and 2. at least once again before graduation. For students engaged in law clinics or field placements, the second educational occasion will take 	<p>4-hour training discussed the cultural proficiency continuum and diversity cultural competence checklist.</p>	<p>0</p>	<p>\$0.00 (No State Funds Used)</p>

		place before, concurrently with, or as part of their enrollment in clinical or field placement courses.”			
<p>Louisiana State University A&M</p> <p>LSU Law Center</p>	Accreditation	<p>Compliance with ABA standard 303 (c) which provides that “A law school shall provide education to law students on bias, cross-cultural competency, and racism:</p> <ol style="list-style-type: none"> 1. at the start of the program of legal education, and 2. at least once again before graduation. For students engaged in law clinics or field placements, the second educational occasion will take place before, concurrently with, or as part of their enrollment in clinical or field placement courses.” 	<p>Training provided during 1L orientation that focuses on bias, cross-cultural competency, and racism.</p>	0	\$0.00 (No State Funds Used)

<p>Louisiana State University A&M</p> <p>LSU Law Center</p>	<p>Committee for Belonging, Community, and Engagement</p>	<p>This is an ad hoc committee appointed by the dean. The purpose of the committee is to engage all stakeholders to build a stronger and happier law center community.</p>	<ol style="list-style-type: none"> 1. Evaluate and Improve the Teaching Evaluation Form: relevance: Ensure that questions are directly related to teaching effectiveness. Clarity: Evaluate whether the questions are clear and unambiguous. Inclusivity: Consider including questions related to classroom climate and belonging, student engagement, disabilities, and the inclusion of a variety of perspectives. 2. Review and Respond to the LSSSE Report. Review the Law School Survey of Student Engagement (LSSSE) report. Propose recommendations based on the findings to enhance the student experience and address identified issues. 3. Community Building Events Plan two events in the spring aimed at fostering community within the law school. Utilize \$1000 from the Dean's Council funds for each event to ensure successful execution and engagement. 4. 3L Graduation Awards: Create 3 awards for graduating seniors. The 	<p>0.5 FTE</p>	<p>\$0.00 (No State Funds Used)</p>
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			<p>committee should create criteria and voting/nomination process. One award should be primarily academic, one award should focus on service/citizenship, and one award should focus on leadership. \$500 each through Dean's Council.</p> <p>5. The Faculty Scholarship Awards Policy:</p> <ul style="list-style-type: none"> - The policy currently provides that a selection panel be comprised of 2 judges, 2 lawyers, and 2 academics. - Additionally, the selection panel suggested that one award be given for Louisiana/Civilian Scholarship and one award be given for common law/nationally focused scholarship. 		
<p>Louisiana State University A&M</p> <p>LSU Libraries</p>	<p>Library Diversity Committee</p>	<p>This group of about eight employees works to help make the libraries a more welcoming and inclusive environment.</p>	<p>The group organizes occasional events and displays and interacts with student and LSU staff groups.</p>	<p>0</p>	<p>\$0.00 (No State Funds Used)</p>

<p style="text-align: center;">Louisiana State University A&M</p> <p>Manship School of Mass Communication</p>	<p>LSU Reilly Center for Media & Public Affairs Programming, particularly Racism: Dismantling the System series</p>	<p>The LSU Reilly Center's Racism: Dismantling the System series served to uplift and amplify the voices of community advocates, academics, journalists and more working for racial justice in the nation and beyond. It will focus on solution-oriented action toward equal opportunity and justice in our communities. The expected outcome was to bring attention to issues facing our nation and reinforce the Center's commitment to continue working toward a more just and equitable world. [The last episode of the series was in September 2023. There have been no new episodes since that time.]</p>	<p>In Fall 2020, the Reilly Center for Media & Public Affairs launched Racism: Dismantling the System, a series of conversations focused on structural racism and solution-oriented action. The series was established in partnership with the following entities: Southern University and A&M College's Nelson Mandela College of Government and Social Sciences, formerly named Louisiana Budget Project (now Invest in Louisiana), NAACP Louisiana State Conference and LSU's Division of Engagement, Civil Rights & Title IX). NOTE: We use soft money (\$250 per person) to pay Reilly Center panelists -- the funds are from the Reilly Center Endowment (LSU Foundation). Most of the Reilly Center's programming in FY '23-'24 was not DEI related, but there was an episode of the Racism: Dismantling the System series in Sept. '23, titled "Equity at the Ballot Box: Discriminatory Obstacles to Voting." State funding = salaries of program coordinator and director. *Program coordinator did not work full year, but her full year's salary is included here.</p>	<p style="text-align: center;">2 FTE</p>	<p style="text-align: center;">\$180,054.00</p>
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<p style="text-align: center;">Louisiana State University A&M</p> <p>Manship School of Mass Communication</p>	<p style="text-align: center;">ACEJMC (Accrediting Council on Education in Journalism and Mass Communications) Accreditation Maintenance</p>	<p>Standard 4 of the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC), which is the Manship School's accrediting body, focuses on "Diversity and Inclusiveness." The description of this standard is as follows: "The unit demonstrates it has a diverse and inclusive program that embodies domestic and global diversity and that empowers those traditionally disenfranchised in society, especially as grounded in race, ethnicity, gender, ability and sexual orientation."</p> <p>The Manship School was officially reaccredited in May 2023, following a November 2022 site visit. Part of the School's efforts to maintain this accreditation center on DEI-focused curriculum, programming, recruitment and student and faculty engagement. As such, the school's website contains language related to support of diversity and inclusiveness efforts in its mission and vision statements, as well as statistics related to our student and faculty diversity. The school also supports initiatives from student organizations (National Association</p>	<p>Here are the indicators for ACEJMC's Diversity and Inclusiveness" standard:</p> <p>(a) The unit has a written diversity plan that has been implemented and discussed annually, for achieving an inclusive curriculum, a diverse, culturally proficient faculty, staff and student population, and a supportive climate for working and learning and for assessing progress toward achievement of the plan. The diversity plan should focus on domestic minority groups and, where applicable, international groups. The written plan must include the unit's definition of diversity, identify under-represented groups and articulate key performance indicators upon which the unit intends to focus and improve. The unit posts its diversity plan in a prominent, easy-to-find place on its website.</p> <p>(b) The unit's curriculum creates culturally proficient</p>	<p style="text-align: center;">1 FTE</p>	<p style="text-align: center;">*N/A</p>
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		<p>of Black Journalists or NABJ) and faculty.</p>	<p>communicators capable of learning with, working on and advancing the value of diverse teams. The unit's curriculum includes instruction on issues and perspectives relating to mass communications across diverse cultures in a global society.</p> <p>(c) The unit demonstrates effective efforts to enhance all faculty members' understanding of diversity, equity, inclusion and ability to develop culturally proficient communicators capable of learning with, working on and advancing the value of diverse teams. The unit also demonstrates intentional efforts to recruit and retain faculty and professional staff who are from demographics that are historically, domestically marginalized.</p> <p>(d) In alignment with the institution's mission, the unit demonstrates effective efforts to help recruit, retain and graduate a student population reflecting the diversity of</p>		
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			<p>the population the institution aims to serve.</p> <p>(e) The unit demonstrates that it has an inclusive climate, free of harassment and all forms of discrimination, in keeping with the acceptable cultural practices of the population it serves, accommodates the needs of those with disabilities, and values the contributions of all forms of diversity. It is difficult to quantify the amount of state funding associated with this as it encompasses a portion of what we do. This involves faculty, and their lines are state funded.</p>		
<p>Louisiana State University A&M</p> <p>Manship School of Mass Communication</p>	<p>The Storytellers Lab at LSU</p>	<p>The Storytellers Lab is comprised of scholars, community members and leaders, students and friends who use interpretative and arts-based qualitative methods to shed light on identity, culture, and society through diverse perspectives and stories. These stories are shared through various methods in order to impact our local, cultural, and regional knowledge.</p>	<p>This group of academic storytellers utilizes qualitative research (community-based, participatory, photovoice and video voice research) in concert with documentary filmmakers to share the cultural and historical narratives of everyday people in different contexts. NOTE: State Funding = Salary of ft faculty members; this is not broken down by teaching of this class only.</p>	<p>1 FTE</p>	<p>\$82,246.00</p>

<p>Louisiana State University A&M</p> <p>College of Music and Dramatic Arts</p>	<p>Office of Access and Engagement</p>	<p>This office and its programs are focused on the following goals:</p> <p>(a) Design curricular and co-curricular initiatives which better reflect the wide array of experiences of our students.</p> <p>(b) Foster greater respect and thoughtfulness among faculty and students.</p> <p>Create processes for better communication specific to the uniqueness of a performing arts education.</p>	<p>The Office of Access and Engagement includes a Associate Dean (.25 FTE). In 2023-24 the Office hosted a Culturally Responsive Teaching workshop for interested faculty and graduate students.</p>	<p>0.25 FTE</p>	<p>\$22,100.00</p>
<p>Louisiana State University A&M</p> <p>College of Music and Dramatic Arts</p>	<p>Inclusive Repertory Initiative</p>	<p>To generate additional compositions from underrepresented composers to be performed and recorded by the LSU School of Music ensembles.</p>	<p>The School of Music's Department of Bands issued a call for scores by underrepresented composers. Submitted scores were reviewed by members of the LSU faculty/staff and selected pieces were programmed throughout the year. Cash prizes were awarded.</p>	<p>0</p>	<p>\$883.00</p>
<p>Louisiana State University A&M</p>	<p>Office of Diversity and Inclusion</p> <p>(Now Closed)</p>	<p>Office established to foster exemplary educational and professional opportunities that would support individuals from all backgrounds, regardless of race,</p>	<p>This office is no longer operational. It was closed at the end of 2023 (halfway through last academic year). Over the years, we organized a number of activities including</p>	<p>0.1 FTE</p>	<p>\$30,000.00</p>

<p>College of Science</p>		<p>class, gender, ethnicity, religion, accessibility, or socioeconomic status.</p>	<p>workshops to prepare students for applying to medical and dental school, outreach to the community about STEM education and careers, and mentoring workshops for faculty and graduate students.</p>		
<p>Louisiana State University A&M</p> <p>Office of Engagement, Civil Rights, & Title IX</p>	<p>Department Student Organizations</p>	<p>Department Student Organizations help improve retention, graduation, and participation rates for undergraduate students through mentoring, leadership development, and academic support, while connecting these students with faculty, staff, and the campus community. The expected outcome is that students can successfully navigate college academically and socially, are engaged with the campus community, and are prepared for the workforce, graduate school or professional school.</p>	<ul style="list-style-type: none"> • Black Male Leadership Initiative (BMLI) is a cohort model department student organization that focuses on programming for BMLI members and the LSU student community on specific focus areas to increase retention and persistence. • Black Women’s Empowerment Initiative (BWEI) is a cohort model department student organization that focuses on programming for BWEI members and the LSU student community on specific focus areas to increase retention and persistence. 	<p>0.398 FTE</p>	<p>\$11,450.40</p>

<p style="text-align: center;">Louisiana State University A&M</p> <p style="text-align: center;">Office of Engagement, Civil Rights, & Title IX</p>	<p style="text-align: center;">Engagement Celebrations</p>	<p style="text-align: center;">Engagement Celebrations allow LSU students, faculty, and staff to increase their social awareness through annual celebrations focused on engagement. The Engagement Celebrations are planned for the LSU community to learn more about others and themselves in an academic setting.</p>	<ul style="list-style-type: none"> • Black History Month showcases Black and African American culture, tradition, and experience. A series of events held included a Kick-off, dance night, movie, Black inventors & scientists museum, art show, and keynote. • MLK Unity Celebration brings together the three institutions of higher education in Baton Rouge. Administrators, faculty, and students from Louisiana State University, Southern University, and Baton Rouge Community College participate in a program to reaffirm their collective commitment to work together on education, research, and service. • Women’s History Month allows LSU students and members of the LSU community to participate in the celebration, recognition, and upliftment of the trailblazers, visionaries, and creative forces whose impact has shaped our world. Women's History Month consisted of a Karaoke 	<p style="text-align: center;">0.403 FTE</p>	<p style="text-align: center;">\$18,528.64</p>
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			<p>Night, Women in the Arts Night, and Movie Night. The monthlong celebration also included “You're the best” recognitions to celebrate those who are making an impact at LSU.</p> <ul style="list-style-type: none"> • MLK Legacy Day held on the observance of the federal holiday honoring Dr. Martin Luther King, Jr. provides students with an opportunity to give back to the community by participating in improvement projects with local community organizations. • Juneteenth is an annual celebration recognizing the federal holiday that commemorates the ending of slavery in the United States. • Transgender Day of Celebration provides educational resources and the opportunity to build community through celebrating a common cause. The program celebrates transgender people and raises awareness about people who are transgender. 		
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			<ul style="list-style-type: none"> • Transgender Day of Remembrance commemorates lives lost to violence against transgender people. The event includes a vigil and ceremony for the LSU community to attend and provides learning opportunities on how to support LGBTQ+ individuals. • National Coming Out Day is celebrated on October 11th as part of LGBTQ+ Month to show support for members of the LGBTQ+ community. 		
<p>Louisiana State University A&M</p> <p>Office of Engagement, Civil Rights, & Title IX</p>	Health, Safety, Wellness & Prevention Programming	Health, Safety, Wellness & Prevention programs are designed to help students make informed decisions around personal and group safety, educate on healthy choices, and increase their overall health and wellness. Students can use insights from programming while at LSU and as they begin their professional careers.	<ul style="list-style-type: none"> • Period Project provides free emergency menstruation products to LSU students at various locations around LSU. • Safer Sex Supplies are distributed on campus to increase the practice of healthy sexual behaviors and practices. The LSU Women’s Center is an approved condom distribution site for the Louisiana Department of Health. 	0.379 FTE	\$21,864.25

			<ul style="list-style-type: none">• Black HIV/AIDS Awareness Day Testing site for free campus-wide HIV testing initiative.• Candy, Condoms, & Consent provides prevention education on consensual relationships and consensual sexual interactions.• Pregnancy Tests provides anonymous pregnancy test packets to students to ensure that LSU students can access health supplies when needed.• Safe Space Trainings is a two-track model that incorporates a self-paced Moodle course (track one) and a four hour in-person workshop (track two). LSU faculty and staff participants are eligible to become Safe Space trained at the conclusion of track two.		
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			<ul style="list-style-type: none"> • Bisexuality Visibility Celebration-Bingo is an annual program held in September for Bisexuality Visibility Day. The LGBTQ+ Center hosts an interactive activity and provides refreshments and networking opportunities for students. • Women’s Center Study Hall provides an on-campus and safe alternative for students to study for final exams. 		
<p>Louisiana State University A&M</p> <p>Office of Engagement, Civil Rights, & Title IX</p>	Graduation Celebrations	<p>The purpose of the Graduation Celebrations is to celebrate undergraduate and graduate students who complete their academic journey at LSU. The expected outcome is to connect academic and co-curricular experiences as well as instilling a sense of pride and accomplishment as an LSU alumnus.</p>	<ul style="list-style-type: none"> • Robing Ceremony celebrates the academic achievements of students graduating from LSU who identify as African American/Black. This program does not replace the students’ commencement. • Lavender Graduation is to celebrate LGBTQ+ undergraduate and graduate students who complete their 	0.2967 FTE	\$12,167.90

			<p>academic journey at LSU. This program does not replace the students' commencement.</p> <ul style="list-style-type: none"> • Multicultural Graduation celebrates undergraduate and graduate students who complete their academic journey at LSU who are Latinx/Hispanic/Latin American, Native American, and Asian/Asian American & Pacific Islander. This program does not replace the students' commencement. 		
<p>Louisiana State University A&M</p> <p>Enrollment Management & Student Success</p>	<p>The ROAR Experience</p>	<p>Recruitment of historically underrepresented students who have been admitted to LSU with the goal of improving conversion from admitted to enrolled students.</p>	<p>Add-on event for admitted students from historically underserved backgrounds who attended Destination LSU open houses. Students from first generation and/or low income (Pell eligible) backgrounds, and students of color have lower college participation rates than their peers.</p>	<p>0</p>	<p>\$4,500.00</p>

			<p>These three events served 189 admitted students from those backgrounds, leading to 134 enrollments (a 48% higher conversion than non-attendees). 71.6% of enrolling students were from outside of Louisiana, resulting in a strong ROI in terms of net tuition revenue.</p>		
<p>Louisiana State University A&M</p> <p>Enrollment Management & Student Success</p>	<p>Summer Scholars</p>	<p>Summer Scholars is a six-week summer bridge program that prepares under-represented students to make a successful transition from high school to LSU. Students take 6-hours of coursework with an expectation that they earn six hours in English and Math with at least a 2.3 GPA.</p>	<p>This summer experience offers students the opportunity to become adjusted to the academic, personal, and social challenges they may encounter at LSU. Students are provided with a structured environment conducive to building the fundamental skills necessary to enhance the likelihood of successful completion of a baccalaureate degree. In addition to tutoring, students will attend academic and leadership development workshops, receive extensive academic counseling, and participate in social and cultural activities. Students are provided with on-campus housing, which relieves the financial burden of paying for living expenses, while also offering valuable opportunities to develop essential life skills, independence, and the ability to navigate the campus</p>	<p>0</p>	<p>\$71,428.00</p>

			environment effectively.		
Louisiana State University A&M University Recreation	Black History Month Kickoff, Turn Up Dance Class - February 1, 2024	Participation as part of campus initiatives for Black History Month.	A group fitness class, open to all, specifically acknowledging Black History Month.	0.05 FTE	\$0.00 (No State Funds Used)
Louisiana State University A&M University Recreation	Women's Lift Night for International Women's Day – March 6, 2024	Provide an event on International Women's Day.	A program to showcase International Women's Day, open to all, where participants lift weights	0.05 FTE	\$0.00 (No State Funds Used)
Louisiana State University A&M University Recreation	Women's History Month Dive in Movie 3/22/2024	An event to celebrate women's history month.	An event open to all where we invite students to see a movie while sitting in or by the LSU Leisure Pool.	0.05 FTE	\$0.00 (No State Funds Used)

<p>Louisiana State University A&M University Recreation</p>	<p>Dancing Queens, Turn Up Dance Class for International Women's Day – March 7, 2024</p>	<p>Provide an event for International Women's Day.</p>	<p>A program to showcase International Women's Day, open to all, where participants dance and do fitness activities</p>	<p>0.05 FTE</p>	<p>\$0.00 (No State Funds Used)</p>
<p>Louisiana State University A&M University Recreation</p>	<p>Pride Ride, cycle class for Pride Month – June 11, 2024</p>	<p>Provide an event for Pride Month.</p>	<p>A cycling class during Pride Month, open to all, celebrating pride.</p>	<p>0.05 FTE</p>	<p>\$0.00 (No State Funds Used)</p>
<p>Louisiana State University A&M University Recreation</p>	<p>Rainbow Flow, yoga class for Pride Month – June 27, 2024</p>	<p>Provide an event for Pride Month.</p>	<p>A yoga class during Pride Month, open to all, celebrating pride.</p>	<p>0.05 FTE</p>	<p>\$0.00 (No State Funds Used)</p>

<p>Louisiana State University A&M</p> <p>University Recreation</p>	<p>Summers Scholars Teambuilding (6/11/2024) and Climbing Wall (6/13/2024)</p>	<p>LSU University College's Summer Scholars is a seven-week summer bridge program that prepares under-represented students to make a successful transition from high school to the University. We host two events, at cost to the Enrollment Mgt. & Student Success (EM&SS) for these students.</p>	<p>In partnership with EM&SS we host these events which facilitate team building and connection to each other and UREC for summer scholar participants.</p>	<p>0.05 FTE</p>	<p>\$0.00 (No State Funds Used)</p>
<p>Louisiana State University A&M</p> <p>University Recreation</p>	<p>Bike to Coffee with African American Cultural Center 6/27/2024</p>	<p>Engage students who may use the AACC but are less inclined to participate in UREC bike to coffee programs.</p>	<p>In partnership with AACC, we host one of our bike to coffee trips. These monthly events are open to all, and this one was promoted intentionally by the AACC.</p>	<p>0.05 FTE</p>	<p>\$0.00 (No State Funds Used)</p>

<p>Louisiana State University A&M</p> <p>University Recreation</p>	<p>Culture, Community & Belonging Committee (CCBC)</p>	<p>Culture, Community and Belonging Committee aims to provide resources and education for residential life staff. The committee assists with identifying needs to create a safe, engaging, and supportive work environment.</p>	<p>The CCBC committee is comprised of a representative from each Residential Life unit and works collaboratively to address the following charge:</p> <ol style="list-style-type: none"> 1. Promote the divisional priorities and goals of the department. 2. Provide support or organize initiatives to address employee needs. 3. Review policies and procedures to ensure relevancy and alignment with goals/priorities in relation to department and employee success. 4. Identify areas of improvement and make recommendations to the Executive Director Residential Life and department leadership. 	<p>0.02 FTE</p>	<p>\$0.00 (No State Funds Used)</p>
<p>Louisiana State University A&M</p> <p>University Recreation</p>	<p>Geaux Diva Live (annual event)</p>	<p>The event is a theatre performance in which an opportunity is provided to entertain the audience.</p>	<p>The event is an opportunity to showcase artists and their performances. Providing an opportunity for the audience to immerse themselves into the live performance. Allowing the actors/characters to interact and engage with the audience through various forms of interaction (storytelling, dance, and interpretation).</p>	<p>0.05 FTE</p>	<p>\$0.00 (No State Funds Used)</p>

<p>LSU Ag Center</p>	<p>Council for Diversity, Inclusion, Equity and Change</p>	<p>The Joint Council will represent the faculty, staff, and students as a whole including extension, research, teaching, departments, research stations, and disciplines on matters related to diversity and inclusion.</p>	<p>The LSU Agricultural Center and College of Agriculture Diversity, Inclusion, Equity and Change Council provides a formalized structure for faculty, staff and student input within the LSU Ag Center and College of Agriculture by serving as a communication liaison between the administration and the faculty, staff and students.</p>	<p>0</p>	<p>\$743.98</p>
<p>LSU Ag Center</p>	<p>ASPIRE Internship Program</p>	<p>The ASPIRE Project engages undergraduates in agricultural-related internships in research, extension, and teaching, with mentorship from faculty in LSU AgCenter and the LSU College of Agriculture.</p>	<p>The goals of this 10-week paid summer internship program include:</p> <ul style="list-style-type: none"> • Offering opportunities for undergraduates to develop their knowledge and skills in agricultural research and outreach. • Expand the diversity of the talent pool in the agricultural workforce. <p>Students from all ethnicities and backgrounds are encouraged to apply. Placement is open to everyone, and the program prioritizes recruiting and mentoring underrepresented and</p>	<p>0</p>	<p>\$0.00 (No State Funds Used)</p>

			disadvantaged students. The internships focus on the six US Farm Bill priority areas. Partner institutions include LSU Alexandria, LSU Eunice, Southern University, Delta Community College and Baton Rouge Community College.		
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LSU Alexandria	LGBTQ+ Books (July 31, 2023)	<p>Create an inclusive and supportive space for students in the LGBTQ+ community to engage with literature that reflects their voices and experiences. Provide acceptance and representation for LGBTQ+ students while also building a strong, supportive community that enhances their college experience.</p> <ol style="list-style-type: none"> 1. Increased representation and visibility on campus through literature that resonates with their identities and experiences. 2. Supportive network for LGBTQ+ students and allies, providing a safe space for meaningful connections and shared experiences. 3. Strategies for navigating college life, addressing identity- related 	<p>Through curated readings and discussions, the club fosters understanding, representation, and connection within the campus community. It offers LGBTQ+ students a platform to see their identities reflected in literature, gain insights into navigating college life, and build supportive networks, all while promoting broader awareness and understanding of LGBTQ+ issues.</p>	0.5 FTE	\$531.84
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		challenges, and enriching their overall college experience.			
LSU Alexandria	Hispanic and Latino Heritage Month (Sept. 12, 2023)	<p>Recognize and honor the culture, history, and contributions of Hispanic and Latino communities. Enrich the campus community's understanding of Hispanic heritage and foster greater cultural awareness and appreciation for Hispanic and Latino communities.</p> <ol style="list-style-type: none"> 1. Growth in cultural competency among students, faculty, and staff. 2. Foster a deeper sense of belonging and community connection as the Hispanic population in higher education continues to grow. 3. Expand opportunities for Hispanic and Latino students to engage in academic and professional development and increased participation in initiatives that support their educational and career goals. 	<p>Engaging experience that highlights the diverse culture and history of Hispanic and Latino communities. Through a keynote speaker and panel discussion, the event provides valuable insights into cultural perspectives, strengthens connections among students, and equips faculty and staff with strategies to support the success of growing Hispanic and Latino student populations.</p>	1.25 FTE	\$2,683.30

<p>LSU Alexandria</p>	<p>Sisters Like Me: Black Girl Magic (Oct. 18, 2023)</p>	<p>Empower and support Black women students by addressing isolation, fostering belonging, and impacting graduation rates and academic progress.</p> <ol style="list-style-type: none"> 1. Increased retention and graduation rates. 2. Decrease feelings of isolation and strengthen sense of community and belonging. 3. Increased participation in campus events and activities. 	<p>This initiative elevates the college experience by providing a supportive environment through community-building, mentorship, and academic resources. It focuses on leadership development, personal and academic growth, and preparing students for meaningful roles.</p> <p>Features a keynote speaker, speed mentoring, mentor match, open dialogue, and panel discussions.</p>	<p>2.75 FTE</p>	<p>\$4,312.08</p>
<p>LSU Alexandria</p>	<p>Black Women's Empowerment Initiative (Oct. 19, 2023)</p>	<p>Address the unique challenges Black women face in higher education by enhancing their academic and professional success through mentorship, leadership development, and resources, while also creating a pipeline of qualified Black female students prepared for advanced studies and professional careers.</p> <p>To address the unique challenges Black women face in higher</p>	<p>This program empowers students with skills for academic and professional success while connecting them to advanced study and career opportunities. It fosters a supportive environment through leadership workshops, helping to attract and retain Black women students, and driving enrollment growth.</p>	<p>0.3 FTE</p>	<p>\$508.01</p>

		<p>education and enhance their academic and professional success through mentorship, leadership development, and resources. Additionally, create a pipeline of qualified Black female students prepared for advanced studies and professional careers.</p> <ol style="list-style-type: none"> 1. Improved academic performance and higher retention rates among Black women students. 2. Greater access to leadership roles and professional career pathways for Black women. 3. A robust pipeline of Black female students progressing to advanced degrees and professional careers. 			
<p>LSU Alexandria</p>	<p>LSUA International Education Week (Nov. 13- 17, 2023)</p>	<p>Celebrate the benefits of international education and embrace cultural diversity with a week full of inspiring activities.</p> <ol style="list-style-type: none"> 1. Increase Study Abroad awareness and encourage more students to take advantage of global learning opportunities 2. Gain a better understanding of cultural diversity and 	<p>IEW is an annual celebration to promote International Programs and Study Abroad. A week of celebration includes various activities and events to prepare students for a global environment and welcome international students from abroad to exchange cultural experiences.</p>	<p>2.75 FTE</p>	<p>\$618.88</p>

		<p>enhance cultural competence.</p> <p>3. Showcasing the achievements of international students and study abroad programs.</p>	<p>Note: This consists of ordering and handling supplies for the event.</p>		
<p>LSU Alexandria</p>	<p>Black History Month Scholarship Luncheon (Feb. 1, 2024)</p>	<p>Honor the academic excellence of Black students and celebrate the profound contributions of Black people, uniting the community in a powerful demonstration of solidarity and shared purpose.</p> <ol style="list-style-type: none"> Enhanced student retention of students in underrepresented populations. Increased student engagement and participation among students in underrepresented populations. Stronger sense of community and solidarity. 	<p>This program recognizes and celebrates the academic achievements of Black students while honoring the rich cultural heritage of Black Americans. By providing financial support and fostering a sense of community, the program helps students succeed in their academic pursuits and empowers them to reach their full potential. Note: This consists of copying and duplicating flyers and forms and processing the keynote speaker's fee and forms.</p>	<p>1.75 FTE</p>	<p>\$1,100.00</p>
<p>LSU - Eunice</p>	<p><i>No programs, initiatives, or offices to report.</i></p>				

<p style="text-align: center;">LSU Shreveport</p>	<p style="text-align: center;">Diversity Inclusion Community Engagement Center (Disbanded effective June 30, 2024)</p>	<p>Purpose: To establish a foundation of knowledge and understanding of diversity by providing programs to promote awareness and videos that underscore our commitment to disrupting barriers to student success.</p> <p>Expected Outcome: To build healthy lines of communication and relationships that establish and maintain LSUS as an educational institution providing access, opportunity, and resources to pilot dreams and serve the educational needs of our communities.</p>	<p style="text-align: center;">The Diversity Inclusion Community Engagement Center (Disbanded effective June 30, 2024) led and coordinated university-wide initiatives fostering and sustaining a diverse, inclusive and welcoming environment for all students, staff, faculty, alumni and community partners.</p>	<p style="text-align: center;">Assistant Vice Provost for Diversity, Inclusion and Community Engagement, Administrative Assistant & Students</p>	<p style="text-align: center;">\$190,874.46</p>
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<p style="text-align: center;">LSU - Health Sciences Center New Orleans</p> <p style="text-align: center;">School of Medicine</p>	<p style="text-align: center;">School of Medicine Office of Diversity and Community Engagement</p>	<p>This office has many functions:</p> <ol style="list-style-type: none"> 1. Their major purpose is to support, implement and teach curricula related to health equity in the medical student program and our residency programs. 2. This office also develops and implements several community engagement programs that are geared toward stimulating an interest in science and medicine among local high school and 	<ol style="list-style-type: none"> 1. Addressing health equity is an important and required aspect of a medical school or residency curriculum. This office works with the school of medicine curriculum office, along with many of our 70 residency and fellowship training programs to provide direct teaching as well as curriculum 	<p style="text-align: center;">3.5 FTE</p>	<p style="text-align: center;">\$238,808.00</p>
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		<p>college students.</p> <p>3. A small percentage of their effort (approximately 20%) is spent supporting and advising students who are underrepresented in medicine.</p> <p>The initiatives of this program are integral to the accreditation process by the Liaison Committee on Medical Education (LCME). The LCME requires medical schools to have policies and practices in place which are essential for preparing future physicians to practice in a diverse society ensuring they are trained in culturally competent healthcare, recognizing healthcare disparities, and developing solutions to address these issues.</p>	<p>development.</p> <p>2. Community engagement programs include a Summer Science program that is open to high school students in New Orleans, and a Tiger Scholars program that is also open to high school students in New Orleans. These programs interest local students in a career in medicine or science. The office also oversees a pre-matriculation program which is open to all incoming first year medical students. This program provides instruction to students before they begin medical school so that they have a better idea of what to expect when they do begin.</p> <p>3. Office personnel also advise and counsel students who are underrepresented in medicine, and this includes serving as</p>		
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			advisors for the local chapters of national student organizations such as the Student National Medical Association (SNMA) and Latino Medical Student Association (LMSA).		
<p>LSU - Health Sciences Center New Orleans</p> <p>School of Nursing</p>	<p>School of Nursing Office of Diversity, Equity, and Inclusion</p>	<p>This office is responsible for the administration and promotion of all diversity, equity and inclusion initiatives and programs within the School of Nursing to cultivate an environment of diversity, equity and inclusion best practices for Nursing students, faculty, staff and community partners. The initiatives of this program are integral to the accreditation process by the American Association of Colleges and Nursing (AACN).</p>	<p>Provide programs & services that support the recruitment, admission, retention and graduation of racial and ethnic minority students. Provide tools, techniques and training programs based on current evidence-based research and best practices that address issues of diversity, equity & inclusion in higher education, to include multi-cultural sensitivity training to students, faculty & staff in the School of Nursing. Provide controls designed to promote adherence with accreditation agency requirements regarding diversity & inclusion.</p>	<p>1 FTE</p>	<p>\$228,926.00</p>

<p>LSU - Health Sciences Center Shreveport Community Engagement</p>	<p>LAPREP</p>	<p>The LaPREP program is designed to provide information about our educational programs with middle school students. The expected outcome is that the participants will enroll with other pipeline programs and eventually apply to one of our educational programs.</p>	<p>The program director for LaPREP will identify up to 30 students who are interested in the fields of Medicine, Research or Allied Health Professions. Students who participate in this activity will gain knowledge and become familiar with the academic and non-academic requirements and expectations to become future physicians, researchers, or allied health professionals. Participants will spend a half-day on our campus.</p>	<p>Three full-time employees and up to 30 students</p>	<p>\$1,415.27</p>
<p>LSU - Health Sciences Center Shreveport Community Engagement</p>	<p>Cultural Festival</p>	<p>To bring together the LSU community together and share traditions and cultures. The expected outcome is that faculty, staff, and students will gain knowledge about other cultures that will build stronger work relationships.</p>	<p>The Cultural Festival aims to bring together faculty, staff, and students to celebrate the many different cultures that represent their unique backgrounds and experiences. Celebrating diversity brings cultural awareness and a sense of belonging. This festival aims to educate, entertain, and connect people from all walks of life.</p>	<p>Four full-time employees and 200 participants</p>	<p>\$5,279.59</p>

<p>LSU - Health Sciences Center Shreveport Community Engagement</p>	<p>Mardi Gras</p>	<p>The purpose is to build relationships during Mardi Gras season and help students, staff and faculty feel a sense of belonging on the LSUHS campus.</p>	<p>This activity is designed as a festivity to make the institution a more welcoming, inclusive place with the goal of developing broader respect and understanding across cultural divides.</p>	<p>Three full-time employees and 150 participants</p>	<p>\$1,915.00</p>
<p>LSU - Health Sciences Center Shreveport Community Engagement</p>	<p>Pride Month</p>	<p>The purpose of this activity is to improve knowledge regarding LGBTQIA health care issues. The expected outcome is that the participants will be able to describe practical approaches to address specific needs of this community.</p>	<p>LSU Health Shreveport hosted a PRIDE Month Celebration in the medical school auditorium. This activity brought together thoughtful minds united by their passion to improve healthcare outcomes for patients, learning outcomes for students, and work performance among faculty and staff. The content of this conference includes a speaker series designed to stimulate new thinking and inspire action.</p>	<p>Three full-time employees and 75 participants</p>	<p>\$3,120.00</p>
<p>LSU - Health Sciences Center Shreveport Community Engagement</p>	<p>Women's Month</p>	<p>The purpose of this activity is to recognize women in the community who are at the forefront of designing programs that promote inclusion. The expected outcome is that participants will explore opportunities for how to make our campus more engaging.</p>	<p>In the month of March, emphasis is placed on empowering our female medical students, residents, faculty members, and physicians. LSU Health Shreveport identifies a Keynote Speaker based on the women's month theme from the National Women's History Alliance (NWHHA) group, to speak to the</p>	<p>Three full-time employees and 150 participants</p>	<p>\$2,843.00</p>

			campus and encourage them to perform at their personal best.		
LSU - Health Sciences Center Shreveport Community Engagement	Virtual Chats	The purpose of this activity is to provide a virtual space for our students to gain cultural competence. The expected outcome is that the participants will take the information and apply it in their daily interactions with others to build stronger relationships.	These bite-sized cultural competence seminars are designed to serve as a co-curricular learning opportunity for all students. The virtual meetings will be held monthly from 6:00pm- 7:00pm during the months of September-May. The target audience is residents, fellows, medical students, graduate students, and allied health students.	Three full-time employees and up to 200 faculty, staff, and students	\$15,003.00
LSU - Health Sciences Center Shreveport Pipeline Programs	Jumpstart	The expected outcome is an increase in the percentage of students underrepresented in medicine, allied health, and research who will apply and enroll in one of the institution's education programs.	The Jumpstart Summer Enrichment Program (JSEP) targets high school students interested in Medicine, Biomedical Research or Allied Health Professions. JSEP allows Caddo and Bossier students to participate in eight weeks of hands-on research activities mentored by LSU Health Shreveport faculty. Students present the results of their research projects at a poster session, demonstrating their scientific writing skills and ability to evaluate data.	Three full-time employees and full-time student workers	\$54,280.00

<p>LSU - Health Sciences Center Shreveport</p> <p>Pipeline Programs</p>	<p>UGRAP</p>	<p>The expected outcome is an increase in the percentage of college students underrepresented in medicine, allied health, and research who will apply and enroll in one of the institution's education programs.</p>	<p>The Undergraduate Research Apprenticeship Program (UGRAP) targets college students interested in Medicine, Biomedical Research, or Allied Health Professions. UGRAP allows area college students to participate in eight weeks of hands-on research activities mentored by LSU Health Shreveport faculty. Students present the results of their research projects at a poster session, demonstrating their scientific writing skills and ability to evaluate scientific data.</p>	<p>Three full-time employees and full-time student workers</p>	<p>\$42,560.00</p>
<p>LSU - Health Sciences Center Shreveport</p> <p>Pipeline Programs</p>	<p>MCAT</p>	<p>Expected outcomes: increase in the participant's MCAT score; the participant will apply and enroll in our medical education program.</p>	<p>This is a 6-week online prep course for the Medical College Admission Test (MCAT). The course facilitators are employed by KAPLAN. Requirements for the program are a 3.5 grade point average and a previous MCAT score of at least a 496. The purpose of the program is to assist prospective students with improving their MCAT score to submit with their medical school application.</p>	<p>Three full-time employees and full-time student workers</p>	<p>\$25,200.00</p>

<p>LSU - Health Sciences Center Shreveport</p> <p>Pipeline Programs</p>	<p>PEP</p>	<p>The expected outcome is to improve the academic success of the incoming medical students.</p>	<p>The Pre-matriculation Enrichment Program (PEP) is a six-week course designed to help incoming first-year students prepare for the rigorous course work offered in the institution's medical school curriculum and to increase retention of students who self-identify belonging to the institution's diversity categories from year one to year two of medical school. Each participant receives a stipend and housing.</p>	<p>Three full-time employees and full-time student workers</p>	<p>\$0.00 (No State Funds Used)</p>
<p>Pennington Biomedical Research Center</p>	<p>DEI Workgroup</p>	<p>Work within NIH research requirements to enhance creativity and innovation, foster good decision-making, and increase employee engagement to advance research productivity.</p>	<p>Data-driven assessment & improvement (e.g., SWOT analysis, internal survey)</p> <ul style="list-style-type: none"> • Provide a forum for communication & discussion of ideas and concerns. • Develop processes to improve (e.g. training, outreach, etc.) 	<p>Various personnel meet to discuss this program and its efforts</p>	<p>\$0.00 (No State Funds Used)</p>

				2021-2022		2022-2023		2023-2024	
LSU Laboratory School Black Student Union	The Black Student Union (BSU) is a student organization for students of color and allies interested in improving the quality of life for students.	<ul style="list-style-type: none"> Promotes academic leadership skills among its members. Provide information through educational, cultural, historical, societal, and community programming that reflects African American student life. Promote unity and communication among students, faculty, staff, and administrators of color and improve the retention of a diverse student body at ULS. Support the local black community through service projects. 	0.01 FTE	\$ 700.00	0.01 FTE	\$ 700.00	0.01 FTE	\$ 700.00	
			0.01 FTE	\$ 701.00	0.01 FTE	\$ 701.00	0.01 FTE	\$ 701.00	
LSU Laboratory School PRISM Club	The PRISM club serves as a support group for the lesbian, gay, bisexual, transgender, and other queer identities at U-High and their straight allies.	PRISM exercises the task of being a cultural bridge between the stated individuals and their peers by uplifting and encouraging a healthy and positive lifestyle for its members, raising awareness of LGBTQ + civil rights issues, and striving to help students in this group reach higher levels of academic excellence.	0.01 FTE	\$ 701.00	0.01 FTE	\$ 701.00	0.01 FTE	\$ 701.00	

UNIVERSITY OF LOUISIANA SYSTEM

INSTITUTION	PROGRAM NAME	PROGRAM PURPOSE AND EXPECTED OUTCOME	PROGRAM DESCRIPTION	PROGRAM PERSONNEL	STATE FUNDING
Grambling	Black History Month Program: Becoming Better Global Citizens in a Fast-Changing World	This program aims to celebrate Black history while exploring how individuals can develop as global citizens, engage in positive social change, and thrive in an increasingly interconnected world. The focus is on drawing inspiration from historical and contemporary Black leaders who have championed justice, equity, and innovation across the globe.	This program aims to celebrate Black history while exploring how individuals can develop as global citizens, engage in positive social change, and thrive in an increasingly interconnected world. The focus is on drawing inspiration from historical and contemporary Black leaders who have championed justice, equity, and innovation across the globe.	4 Internal Resources/Staff	\$450.00
Grambling	Coming Out Day	To celebrate National Coming Out Day by fostering a supportive, inclusive environment for LGBTQ+ students, faculty, and staff. The event will highlight the importance of coming out, share resources for LGBTQ+ individuals, and encourage allies to stand in solidarity with the community.	To celebrate National Coming Out Day by fostering a supportive, inclusive environment for LGBTQ+ students, faculty, and staff. The event will highlight the importance of coming out, share resources for LGBTQ+ individuals, and encourage allies to stand in solidarity with the community.	1 External Resource 3 Student Leaders	\$0.00 (No State Funds Used)
Grambling	Black Male Initiative: Building Strong Leaders and Scholars	The Black Male Initiative (BMI) program focuses on creating a support system that enhances the academic, professional, and personal development of Black male students. This program will provide mentorship, leadership training, and resources that promote excellence and resilience, equipping participants to navigate and succeed in both their academic and postgraduate journeys.	The Black Male Initiative (BMI) program focuses on creating a support system that enhances the academic, professional, and personal development of Black male students. This program will provide mentorship, leadership training, and resources that promote excellence and resilience, equipping participants to navigate and succeed in both their academic and postgraduate journeys.	2 Internal Resources/Staff 8 Student Leaders	\$0.00 (No State Funds Used)

<p>Grambling</p>	<p>GSYOU Belong: Diversity, Equity, and Inclusive Excellence</p>	<p>The program aims to promote inclusive excellence, support diverse identities, and assist student-athletes in navigating and growing from current social dynamics and issues. The program ensures that all student athletes feel their perspective is heard by the department. It also serves as the mechanism for required NCAA Inclusion objectives.</p>	<p>GSYOU Belong is the Inclusive Excellence initiative of Grambling State University Athletics, dedicated to fostering an inclusive culture within the department. It comprises five subgroups: International, Mental Health, Equality, Race & Ethnicity, and LGBTQ+, each addressing the unique challenges faced by their respective communities. The program aims to promote inclusive excellence, support diverse identities, and assist student-athletes in navigating and growing from current social dynamics and issues. The program ensures that all student athletes feel their perspective is heard by the department. It also serves as the mechanism for required NCAA Inclusion objectives.</p>	<p>1 Internal Resource/Staff</p>	<p>\$0.00 (No State Funds Used)</p>
<p>Grambling</p>	<p>GramPREP, the Grambling Center of Excellence for Teaching and Learning</p>	<p>GramPREP, the Grambling Center of Excellence for Teaching and Learning, is an initiative by Grambling State University (GSU) aimed at enhancing teacher diversity and multilingual representation in underrepresented populations.</p>	<p>GramPREP, the Grambling Center of Excellence for Teaching and Learning, is an initiative by Grambling State University (GSU) aimed at enhancing teacher diversity and multilingual representation in underrepresented populations.</p>	<p>2 Internal Resources/Staff</p>	<p>\$0.00 (No State Funds Used)</p>
<p>McNeese</p>	<p>Black Male Initiative (Relates to diversity, inclusion)</p>	<p>The McNeese Black Male initiative is a program designed to assist black male students with building a network and support system at the university. The goal of BMI is to contribute to the retention, persistence, and academic success of a student demographic that has not had favorable outcomes according to recent data trends.</p>	<p>The McNeese Black Male initiative is a program designed to assist Black male students with building a network and support system at the university. The goal of BMI is to contribute to the retention, persistence, and academic success of a student demographic that has not had favorable outcomes according to recent data trends.</p>	<p>0 FTE (a full-time employee serves as an advisor just as advisors are required for all student organizations)</p>	<p>\$3,000 which is a fluctuating appropriation representing approximately 10% of the revenue generated through a student fee assessment for</p>

					cultural engagement
McNeese	CARE Mentorship Program (Relates to belonging)	<p>The acronym C.A.R.E. breaks down as follows:</p> <p>C (Connect) – Students will be connected to resources and opportunities the university offers. A (Accelerate) – Students will accelerate progress toward completing a degree plan. R (Retain) – Students will be retained due to the connections they build. E (Engage)- Students will be engaged in the campus and student life.</p> <p>The success of these outcomes will be achieved by connecting C.A.R.E. program students with a personal resource on campus that will serve as their mentor. Mentors are faculty/staff members of the university or successful graduate students and seniors that have a passion to assist with the development of their peers.</p>	The C.A.R.E. program is operated within the Division of Student Affairs. It contributes to the academic and social wellness of all McNeese students. The director of recreation & wellness programs and supporting staff will coordinate the day-to-day management of the program’s activity.	.1 FTE 10% of the duties and responsibilities associated with the Director of Recreation & Wellness Programs	\$3,000 which is a fluctuating appropriation representing approximately 10% of the revenue generated through a student fee assessment for cultural engagement.

McNeese	Office of International Student Services	International Student Services guides new students through the visa process and what to expect from their first semester at McNeese. We provide advising to all F-1 students about how to maintain status as well as benefits such as curricular practical training and optional practical training.	The Office of International Student Services provides a welcoming and supportive environment that promotes the growth and development of each student by serving the unique needs of our international student body. As a university, we're committed to providing our students with an enriching, multinational, and multicultural community, as well as a once-in-a-lifetime educational experience.	1 FTE 100% of the duties and responsibilities associated with the International Studies Compliance Manager	The operational costs are as follows: \$71,504 for salary and benefits; \$6,277.62 for operational costs.
Nicholls	CROWN (Colonel Retention of Winners Network)	To increase the academic performance and retention of Black men. Expected Outcome: Higher retention rates of Black male students.	CROWN is a mentor-based program that creates a structured environment that supports Black students to persist and succeed in college.	0.5 FTE	\$45,155.92
Nicholls	Legacy Leaders	To equip students who are Women of Color to excel in educational and professional endeavors while maximizing their academic achievements.	LL is an academic organization that unites students who are women of color through common and individual experiences. It fosters mentorship, leadership, academic success and professionalism.	0.4 FTE	\$24,350.99
Nicholls	Office of International Students	Purpose: Assist international students in their transition to life in the US. Expected Outcome: Enrollment and retention of international students.	Supports international students by providing information and advice on U.S. immigration regulations, employment, taxation, cultural adjustment, and other practical issues. This office is responsible for maintaining University compliance with the U.S. Student and Exchange Visitor System. This office also conducts an international student orientation each semester.	1.3 FTE	\$85,470.50

<p>Northwestern</p>	<p>The Gail Jones Center for Inclusion and Diversity</p>	<p>The Gail Metoyer Jones Center for Inclusion and Diversity exists to promote a welcoming environment for all members of the Northwestern State community. The Center is committed to countering prejudice and advocating for all minority and marginalized populations. It exists to give space and voice to everyone, including but not limited to all races, all religions, the gay, lesbian, transgender, and queer communities, and the disabled community. The overarching goal of the Gail Metoyer Jones Center for Inclusion and Diversity is to foster a sense of institutional belonging where everyone can thrive and become their very best.</p>	<p>The Coordinator of the Center for Inclusion and Diversity plans, schedules, and coordinates events sponsored by the Center. They will also act as social media liaison.</p>	<p>0.25 FTE</p>	<p>\$5,000.00</p>
<p>Northwestern</p>	<p>Be Color Brave, Not Color Blind</p>	<p>An educational event for student social development. Expected outcome is Learners will be able to identify and articulate their own identities, specifically those most salient to them. Learners will understand the difference between equity and equality. Participants leave with a basic framework for assessing how they and their communities can proactively address challenging issues operationally, structurally and culturally.</p>	<p>An educational event for student social development. Expected outcome is Learners will be able to identify and articulate their own identities, specifically those most salient to them. Learners will understand the difference between equity and equality. Participants leave with a basic framework for assessing how they and their communities can proactively address challenging issues operationally, structurally, and culturally.</p>	<p>0.1 FTE</p>	<p>\$2,497.50</p>
<p>Northwestern</p>	<p>Inclusive Coaching Seminar Series</p>	<p>Designed to raise awareness and facilitate growth in knowledge of Diversity, Equity, and Inclusion among NSU constituents. Expected outcome is to enhance understanding, engage community members in positive dialogue and create a respectful, safe, environment for all.</p>	<p>Interactive workshops facilitated by peer-trained faculty, staff, or students that lead the group in a selected session chosen from a variety of topics like cultural competence with information, resources, and tools from PaperClip Communication.</p>	<p>0.1 FTE</p>	<p>\$1,917.55</p>

Northwestern	Vector Solution	Vector Solution courses increase awareness, encourage better decision-making, and comply with federal and state legislation.	Diversity, Equity, Inclusion, and Belonging modules are included in the Vector Solutions Learning Management System Course Libraries. There are seven (7) course libraries that can be accessed by faculty and staff through the administrative portal. Out of the 90 plus modules available, eight (8) have a focus on DEIB.	N/A	\$2,667.00
Northwestern	Director of Culture and Climate	Advancing the principles and practices of diversity, equity, and inclusion in all its pursuits and endeavors.	Director's position is charged with advancing the principles and practices of diversity, equity, and inclusion in all its pursuits and endeavors.	0.4 FTE	\$75,284.00
Northwestern	Director of International Students	RECRUIT STUDENTS INTERNATIONALLY	Director aids in recruiting and retention of international students. The office is responsible for maintaining University compliance with the U.S. Student and Exchange Visitor System. This office also conducts an international student orientation each semester.	1 FTE	\$118,134.49
Northwestern	NSULA PRIDE Club	Awareness table with Student Organization PRIDE for National Coming Out Day. Expected outcome educating those that come to the table on the different LGBTQ flags and more about PRIDE club. Unity in Diversity and Ally buttons available for individuals to take.	Awareness table with Student Organization PRIDE for National Coming Out Day. Expected outcome educating those who come to the table on the different LGBTQ flags and more about PRIDE club. Unity in Diversity and Ally buttons are available for individuals to take.	0.1 FTE	\$378.00
Northwestern	Imagining the Indian: The Fight Against Native American Mascotting	Educate attendees during Native American Heritage month on origin and proliferation of the words, images, and gestures that many Native people and their allies find harmful, as well as the impact that stereotyping and marginalization of Native history have had on Native people. The expected outcome is to have respectful discussion within the local community about how mascots affect Native youth in particular.	Partnership with Communication Department Documentary Screening Series, Department of Social Science and student group Native American Student Association. This award-winning documentary examines the movement to end the use of Native American names, logos, and mascots in the world of sports and beyond. Panel discussion with director and local panelists.	0.1 FTE	\$0.00 (No State Funds Used)

Northwestern	Jazz and the Civil Rights Movement	Learn how jazz was an advocate for the Civil Rights Movement. Expected outcome to educate attendees (open to all) on how jazz and the artists impacted the civil rights movement	Learn how jazz was an advocate for the Civil Rights Movement. Expected outcome to educate attendees (open to all) on how jazz and the artists impacted the civil rights movement.	0.1 FTE	\$5000.00
Northwestern	Autism Awareness Workshop	Create allies and highlight Autism Awareness Month	Partnership program with Presidential Leadership Program, Cultural Bridge Builders and CID. Learn how autism can affect people's daily lives, learning, and socializing. Also discuss how to be more inclusive when interacting with neurodivergent students. Pass out Different Not Less Buttons.	0.1 FTE	\$160.00
Northwestern	Creole Heritage Center	The center preserves, educates and advocates the value and significance of the vibrant Louisiana Creole people and their culture.	The center preserves, educates, and advocates the value and significance of the vibrant Louisiana Creole people and their culture.	0.4 FTE	\$32,055.00
Southeastern	Hispanic Admitted Student Event	Connected Hispanic admitted students to resources needed in order to confirm attendance and registration at Southeastern Louisiana University for the Fall semester.	Connected Hispanic admitted students to resources needed in order to confirm attendance and registration at Southeastern Louisiana University for the Fall semester.	10 for planning/logistics	\$2,214.00
Southeastern	African American Male Empowerment Summit	To empower African American male students from regional middle and high schools toward greater student achievement to include graduation.	To empower African American male students from regional middle and high schools toward greater student achievement to include graduation.	2	\$95.00
Southeastern	Association for Computing Machinery's Council on Women in Computing (ACM-W)	The purpose of ACM-W (Women in Computing) is to "support, celebrate and advocate for women in computing". The expected outcome is to increase recruiting and retention of women in the computing sciences and STEM in general by addressing needs specific to that community and providing a sense of belonging in a field where women are minorities.	The purpose of ACM-W (Women in Computing) is to "support, celebrate and advocate for women in computing." The expected outcome is to increase recruiting and retention of women in the computing sciences and STEM in general by addressing needs specific to that community and providing a sense of belonging in a field where women are minorities.	Volunteers	\$0.00 (No State Funds Used)

Southeastern	Diversity Boost for Faculty Position Advertisements	Aligned with a UL System initiative geared towards diversifying our workforce to ensure alignment and representation of all students served through our institutions and the System, also resulting in stronger and more robust candidate pools for vacant faculty positions.	Aligned with a UL System initiative geared towards diversifying our workforce to ensure alignment and representation of all students served through our institutions and the System, also resulting in stronger and more robust candidate pools for vacant faculty positions.	N/A	\$18,000.00
Southeastern	Beyond Handshakes: Networking and Interviewing Strategies	Supports a UL System initiative, the Reginald F. Lewis Scholars Program, which was established in 2021 to enhance the collegiate experience of black male students in the UL System. It provides educational programs, mentoring opportunities and co-curricular experiences to improve outcomes.	Supports a UL System initiative, the Reginald F. Lewis Scholars Program, which was established in 2021 to enhance the collegiate experience of black male students in the UL System. It provides educational programs, mentoring opportunities and co-curricular experiences to improve outcomes.	1	\$45.00
Southeastern	Latin American Business Initiatives	The Latin American Business and Development Initiative (LABDI), was created by the College of Business at Southeastern Louisiana University to address and support cultural diversity and business relations among the Latin American and Caribbean community and the Hispanic population in the United States as a foundation of permanent on-going dialogue and sustainable business development.	The Latin American Business and Development Initiative (LABDI) was created by the College of Business at Southeastern Louisiana University to address and support cultural diversity and business relations among the Latin American and Caribbean community and the Hispanic population in the United States as a foundation of permanent ongoing dialogue and sustainable business development.	Responsibilities embedded in position description of the Director of Latin American Business Initiative.	\$0.00 (No State Funds Used)
Southeastern	Diversity and Inclusion Advisory Council	Serves only in an advisory capacity, as/when needed, to the President on various university matters.	One of several advisory groups established to ensure input and perspective to various items that impact the university. Established in alignment with the university's core values of excellence and caring and serves as one of 29 standing committees of the university.	15 staff/2 students	\$0.00 (No State Funds Used)

<p>Southeastern</p>	<p>Multicultural and International Student Affairs</p>	<p>Provides resources for Southeastern students, faculty, and staff that seek to heighten their awareness of multiculturalism.</p>	<p>Works to create a campus environment that encourages and welcomes student diversity. In cooperation with academic departments, student-led organizations, and other student support units, the office coordinates a wide range of academic support programs and services that are designed to assist all students in achieving academic success, adjusting to campus life, and broadening their appreciation of new cultures and diverse ways of thinking. Programs and services include Project PULL mentoring program, International Student Orientation, International Student Transportation (airport, grocery shopping), International Education Week, Holi, MLK Remembrance, Multicultural Awards Banquet, Black History Month, Women's History Month, The Longest Table, Food Pantry, and the Back-to-School Block Party.</p>	<p>1</p>	<p>\$45,214.00</p>
<p>LA TECH</p>	<p>Bulldog Cultural Center</p>	<p>The ultimate goal of the BCC is to positively enhance the retention and graduation rates of the underrepresented student population at Louisiana Tech University.</p>	<p>The Bulldog Cultural Center is located on the second floor of the Student Center. The BCC fosters learning and working environments on campus where underrepresented students are empowered through educational, social, and leadership initiatives. The BCC is committed to promoting positive relationships that support student success. The ultimate goal of the BCC is to positively enhance the retention and graduation rates of the underrepresented student population at Louisiana Tech University.</p>	<p>3 Full-Time Employees who spend a portion of their time engaged with this program. FTE is 1.25.</p>	<p>Total Funds Spent from Auxiliary Accounts = \$70,388. Total Operating Funds Spent = \$0</p>

<p>LA TECH</p>	<p>International Student Office</p>	<p>The goal of the ISO is to recruit international students to Louisiana Tech and Ruston, Louisiana. But also, to help the students feel welcomed and cared for. The ISO empowers internationals to realize their goals academically, socially, and professionally.</p>	<p>The International Student Office (ISO) at Louisiana Tech is located in Tolliver Hall. The ISO is tasked with the recruiting and retention of approximately 600 international students from all over the world. The goal of the ISO is to recruit international students to Louisiana Tech and Ruston, Louisiana, as well as helping students feel welcomed and cared for. The ISO empowers internationals to realize their goals academically, socially, and professionally.</p>	<p>4 Full-Time Employees that spend a portion of their time engaged with this program. FTE is 2.</p>	<p>Total Funds Spent from Auxiliary Accounts = \$159,754 (40% of this amount is travel costs for recruiting). Total Operating Funds Spent = \$0</p>
<p>ULL</p>	<p>The Office for Campus Inclusion</p>	<p>The Office for Campus Inclusion works to cultivate an inclusive campus environment that values different perspectives and promotes intercultural engagement. We strive to create an inclusive environment in which all members feel valued, respected, and able to reach their full potential. The Office for Campus Inclusion regularly collaborates with various campus stakeholders on programming, policies, and strategies to ensure that all feel included and welcome. Additionally, the Chief Inclusion Officer serves on various committees and councils on campus, particularly those with an inclusion mission. The activities of the office are intended to aid in campus-wide belonging, bolster student, faculty, and employee retention, and promote a positive campus culture.</p>	<p>The Office for Campus Inclusion works to cultivate an inclusive campus environment that values different perspectives and promotes intercultural engagement. We strive to create an inclusive environment in which all members feel valued, respected, and able to reach their full potential. The Office for Campus Inclusion regularly collaborates with various campus stakeholders on programming, policies, and strategies to ensure that all feel included and welcome. Additionally, the Chief Inclusion Officer serves on various committees and councils on campus, particularly those with an inclusion mission. The activities of the office are intended to aid in campus-wide belonging, bolster student, faculty, and employee retention, and promote a positive campus culture.</p>	<p>2</p>	<p>\$23,520.00</p>
<p>ULL</p>	<p>The Office of International Affairs</p>	<p>The mission of the Office of International Affairs (OIA) is to provide quality programs and services for the international community at UL Lafayette by facilitating the transition into the general university population, promoting the intellectual, emotional, physical, and social</p>	<p>The mission of the Office of International Affairs (OIA) is to provide quality programs and services for the international community at UL Lafayette by facilitating the transition into the general university population, promoting the intellectual, emotional, physical, and social growths of</p>	<p>7.5</p>	<p>\$260,446.00</p>

		growths of students while helping Acadiana learn more about international matters and being involved in the linkages with foreign governments, agencies, and foundations and collaborate with foreign universities.	students while helping Acadiana learn more about international matters and being involved in the linkages with foreign governments, agencies, and foundations and collaborate with foreign universities.		
ULL	Louisiana Center for Research and Education on Languages and Literacies (LA CREoLL)	The overarching goal of the Louisiana Center for Research and Education on Languages and Literacies (LA CREoLL) is to support, enhance, develop, and transform multilingual language and literacy education in Louisiana in order to empower teachers, learners, families, and communities.	The overarching goal of the Louisiana Center for Research and Education on Languages and Literacies (LA CREoLL) is to support, enhance, develop, and transform multilingual language and literacy education in Louisiana in order to empower teachers, learners, families, and communities.	4	\$0.00 (No State Funds Used)
ULL	Center for Louisiana Studies	The Center for Louisiana Studies is dedicated to researching, publicizing, promoting, and preserving Louisiana's cultures and history.	The Center for Louisiana Studies is dedicated to researching, publicizing, promoting, and preserving Louisiana's cultures and history.	8	\$710,579.18
ULL	NADOHE Institutional Membership	Provide professional development, resources, and networking opportunities for academic and institutional diversity officers working in higher education institutions.	NADOHE Membership - The National Association for Diversity Officers in Higher Education (NADOHE) provides professional development, resources, and networking opportunities for academic and institutional diversity officers working in higher education institutions.	N/A	\$1,000.00
ULL	Freshman Finale - Office of First Year Experience (OFYE)	This is an event to recognize students for meeting an important milestone in their college career of completing their first year of college. This program is a part of the university's retention and belonging efforts.	This is an event to recognize students for meeting an important milestone in their college career of completing their first year of college. This program is a part of the university's retention and belonging efforts.	N/A	\$9,006.51
ULL	BoR-SREB Campus Student Fellowships	Provides stipends to underrepresented students qualified to participate in SREB's (Southern Regional Educational Board) Doctoral Scholars program, which aims to increase diversity in the	To provide student support and SREB institute membership.		Stipends: LEQSF(2020-23)-ENH-SREB-05 -

		<p>professoriate in hopes to attract and retain more educators.</p>		N/A	<p>\$22,500 LEQSF(2021-24)-ENH-SREB-05 - \$30,000 LEQSF(2022-25)-ENH-SREB-05 - \$45,000 LEQSF(2022-25)-ENH-SREB-05 - \$45,000 LEQSF(2023-26)-ENH-SREB-05 - \$52,500 Fee Waivers: LEQSF(2020-23)-ENH-SREB-05 - \$20,473.56 LEQSF(2021-24)-ENH-SREB-05 - \$30,710.34 LEQSF(2022-25)-ENH-SREB-05 - \$30,710.34 LEQSF(2022-25)-ENH-SREB-05 - \$30,710.34 LEQSF(2023-26)-ENH-SREB-05 -</p>
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					\$30,710.34
ULL	NCFDD: Resources for Grad Students and Faculty	Retention-focused programming for graduate students aimed at supporting degree completion through skills development, community building and peer mentorship.	Program offered in partnership with the Office for Campus Inclusion and the University Committee for Graduate Student Retention focused on introducing the James Jackson Community of Scholars and offering a sneak peek at preliminary grad education findings from the Climate Survey and the Graduate Education Climate survey. The Graduate School and the Office for Campus Inclusion have partnered to provide academic and social support to underrepresented and minority graduate students at the University of Louisiana at Lafayette. Named for the first African American to receive a graduate degree at UL Lafayette, the James Jackson Community of Scholars is dedicated to providing support, community, and professional development to minority students to thrive in their individual programs of study.	N/A	\$867.93
ULL	Lunch & Learn: Climate Survey + James Jackson Community of Scholars	Retention-focused programming for graduate students aimed at supporting degree completion through skills development, community building and peer mentorship.	Program offered in partnership with the Office for Campus Inclusion and the University Committee for Graduate Student Success that offered a sneak peak of a campus climate survey and introduced the James Jackson Community of Scholars. The Graduate School and the Office for Campus Inclusion have partnered to provide academic and social support to underrepresented and minority graduate students at the University of Louisiana at Lafayette. Named for the first African American to receive a graduate degree at UL Lafayette, the James Jackson Community of Scholars is dedicated to providing support, community, and professional development to minority students to thrive in their individual programs of study.	N/A	\$416.95

ULL	Grad School BINGO Night	Retention-focused programming for graduate students aimed at supporting degree completion through community building. James Jackson Community of Scholars sponsored the event. The Graduate School and the Office for Campus Inclusion have partnered to provide academic and social support to underrepresented and minority graduate students at the University of Louisiana at Lafayette. Named for the first African American to receive a graduate degree at UL Lafayette, the James Jackson Community of Scholars is dedicated to providing support, community, and professional development to minority students to thrive in their individual programs of study.	Retention-focused programming for graduate students aimed at supporting degree completion through community building. James Jackson Community of Scholars sponsored event. The Graduate School and the Office for Campus Inclusion have partnered to provide academic and social support to underrepresented and minority graduate students at the University of Louisiana at Lafayette. Named for the first African American to receive a graduate degree at UL Lafayette, the James Jackson Community of Scholars is dedicated to providing support, community, and professional development to minority students to thrive in their individual programs of study.	N/A	\$1,197.88
ULL	Lunch & Learn: Navigating Grad School as a First-Gen Student	Retention-focused programming for graduate students aimed at supporting degree completion through skills development, community building and peer mentorship.	This 1-hour lunch-included program, presented in partnership with the Office for Campus Inclusion, focused on what it's like being a first-generation graduate student.	N/A	\$0.00 (No State Funds Used)
ULL	Money Matters: International Students	Retention-focused programming for graduate students aimed at supporting degree completion through skills development, community building and peer mentorship.	Program offered in partnership with the Office of International Affairs focused on international students' financial considerations related to taxes, social security numbers, work considerations, and more.	N/A	\$379.39
ULL	Grad Program Leadership Meeting: Advancing Access to Graduate Education	Offered with the same content three times to meet grad coordinators' schedules, this session reviewed best practices in holistic admissions, the 2023 SCOTUS decisions, and mission-tied DEI programs.	Offered with the same content three times to meet grad coordinators' schedules, this session reviewed best practices in holistic admissions, the 2023 SCOTUS decisions, and mission-tied DEI programs.	N/A	\$0.00 (No State Funds Used)
			Cypress Lake Dining provided Hispanic food		

ULL	UPC Cultural Connections Board: Hispanic Heritage Month Celebration	A celebration of Hispanic Heritage Month.	options at different stations. The Spanish Club and Sigma Lambda Gamma taught Merengue and Bachata dance lessons in the Louisiane Room. The UPC Cultural Connections Board and 2 Hilliard Museum staff members helped facilitate the crafts of papel picado making and painting paint by numbers kits of Hispanic figures of importance. (Funded through student-assessed fees)	N/A	\$0.00 (No State Funds Used)
ULL	UPC Cultural Connections Board: Culture Fest Event	Give our students the opportunity to learn and experience different cultures that are represented in our students on campus, promote a relationship and conversation between international and American students, Highlight the College of Liberal Arts and the knowledge of diversity it has to offer students, Provide a primary experience of world cultures and practices for students, Give students a chance to have fun while also learning and building relationships with others they may not usually bond with.	Give our students the opportunity to learn and experience different cultures that are represented in our students on campus, promote a relationship and conversation between international and American students, highlight the College of Liberal Arts and the knowledge of diversity it has to offer students, provide a primary experience of world cultures and practices for students, give students a chance to have fun while also learning and building relationships with others with whom they may not usually bond.	N/A	\$0.00 (No State Funds Used)
ULL	UPC Cultural Connections Board: Lunar New Year Celebration	Collaborated with the VSOUL student organization to celebrate and educate the UL Lafayette community on Lunar New Year and traditions and culture.	Informational Tabling event on Rex St. The UL Lafayette community was able to learn about Lunar New Year (history, facts, ways different countries celebrate it, etc.). They were able to discover their zodiac signs and the animal that represents their birth year and the meaning behind that. Red envelopes were passed out with fortunes and luck charms and candy, and the significance of those were explained. People were also able to make bracelets with their animal year charms. (Funded through student-assessed fees)	N/A	\$0.00 (No State Funds Used)
ULL	UPC Cultural Connections Board: Standin' On Culture	A celebration of Black History Month. Cypress Lake Dining provided cultural food options at different stations. The trivia games took place in the Louisiane Room. Prizes were awarded to	A Black History Month Trivia Night with food and music to educate and celebrate the importance of Black History, the culture, traditions, figures of	N/A	\$0.00 (No State Funds Used)

	(Black History Month Event)	winners of each round. A DJ played music throughout the cafeteria for students to celebrate and dance.	importance, and more. (Funded through student-assessed fees)		
ULL	UPC Cultural Connections Board: That's On Period (Women's History Month Event)	A celebration of Women's History Month to help others appreciate and gain a better understanding of what women go through monthly while still having to go about their daily routines. Also, to help provide support through donations of products that can be expensive but are needed.	A celebration of Women's History Month. We partnered with the Interfraternity Council for a hygiene and feminine hygiene product drive in the Quad for the UL Lafayette Campus Cupboard. Students were provided certificates for participating. (Funded through student-assessed fees)	N/A	\$0.00 (No State Funds Used)
ULL	UPC Cultural Connections Board: Cajun 2 Step (Lagniappe Day)	To expose students to Cajun French culture through music and dance, while celebrating and honoring UL's 50th Lagniappe Week.	A celebration of Cajun culture. Participants were taught both traditional and new lines dances while listening to the respective music that goes along with them. (Funded through student-assessed fees)	N/A	\$0.00 (No State Funds Used)
ULL	UPC Cultural Connections Board: Ramadan Table Talk & Eid Celebration	To learn about Ramadan and Eid, ask questions, enjoy community and snacks, and experience another culture's traditions.	Two events in collaboration with the Arabic Culture Club and International Student Council. The Ramadan Table Talk was on Rex Street. It provided education and a safe space to learn about Ramadan, Eid, and the history, traditions, practices, and culture surrounding those events. The Eid Celebration at the Alumni Center was to build community through music, food, and cultural celebrations. (Funded through student-assessed fees)	N/A	\$0.00 (No State Funds Used)
ULL	Farewell Reception for International Students and Scholars	The expected outcome of this program is to encourage our graduating international students to remain connected and engaged with our university.	The university president and the mayor-president of the city of Lafayette co-host this event. The purpose of this 1.5-hour farewell reception is to congratulate international students who are graduating. The university upper administration and the city government's International Center are also invited to this event. The university president presents a graduation sash, and the mayor-president presents the Goodwill	N/A	\$0.00 (No State Funds Used)

			Ambassadors of Lafayette certificate to each graduate. This event is followed by a group photo session and a light reception. (Funded by the Alumni Association)		
ULL	Welcome Reception for International Students and Scholars	The expected outcome of this event is to convey the message that our university and city welcomes each student from all corners of the globe and that they are not just students at our university but they are now members of our university family. Building this sense of belonging and community begins the day these international students and scholars step foot on our campus.	The university president and the mayor-president of the city of Lafayette co-host this event. The purpose of this 1.5-hour welcome reception is to thank international students and scholars for choosing our university, and the city of Lafayette as their home away from home while they are pursuing their education here. The university's upper administration and the city government's International Center are also invited to this event. This event is followed by a group photo session and a light reception. (Funded by the Alumni Association)	N/A	\$0.00 (No State Funds Used)
ULL	Global Café	To create a safe, welcoming environment for everyone to develop their intercultural skills. This student-centered program is designed to increase awareness and appreciation of the cultural diversity on our campus and provides the opportunity to spend a culturally enriching hour learning about the country, language, music, and meeting students from the featured culture.	Global Café is a 1.5-hour joint event between the Global Engagement office and the International Student Council student organization. It is a monthly or bimonthly event co-hosted by a different international student organization each time. It is the perfect place to learn about new cultures while meeting other international and U.S. students. Each café will have a unique theme and activity which includes a presentation on the featured country, engaging in conversations, light refreshments and much more! (Funded by a Restricted account, from international student fees)	N/A	\$0.00 (No State Funds Used)
ULL	Annual International Education Week - Culture Fest	The goal of International Education Week - Culture Fest is an opportunity to share cultures, explore new perspectives and prepare students for an increasingly globalized work force.	International Education Week - Culture Fest is an annual celebration that highlights international diversity and promotes the opportunity to experience new cultures. It is open to students, faculty and staff. (Funded from restricted account	N/A	\$0.00 (No State Funds Used)

			from international student fees and UPC)		
ULL	OPT Information Session	Global Engagement staff explain the OPT application process, help students identify their program completion date, and determine when they should apply for OPT -- as well as a host of information on how to maintain their status while on OPT.	This 1-hour session is to educate international students about Optional Practical Training (OPT) - a work authorization program that allows international students on F-1 visa to gain practical experience in the United States. OPT is not a visa, but rather an employment benefit that F-1 students can use to supplement their education. Students with STEM degrees may be eligible for a 24-month extension, for a total of 36 months.	N/A	\$0.00 (No State Funds Used)
ULL	CPT Information Session	To educate international students about the CPT (Curricular Practical Training) work authorization program.	During this 1-hour information session, Global Engagement staff educate international students about Curricular Practical Training (CPT) - a work authorization program that allows international students on F-1 visa to gain practical experience in the United States. It allows international students to work off-campus during their academic program after one year of full-time study. Prior approval is required, and the work experience must be related to the student's academic program.	N/A	\$0.00 (No State Funds Used)
ULL	Pre-Departure Orientation for incoming international students	Information and resources that can ease the cross-cultural transition for all new international students. Orientation programs lay a critical foundation for students' academic and personal success. Decades of research indicate that the transition into university is crucial for student learning, persistence, success, and well-being.	This is a mandatory online orientation in Moodle for new international students on F-1 and J-1 visas. Pre-Departure Orientation is created to make sure international students are prepared for their educational journey in the U.S. Topics covered include: Registering for classes, paying for classes, getting the Cajun Card, traveling to the United States, packing, opening a bank account, applying for a SSN, healthcare in the U.S., maintaining their immigration status and uploading all immigration documents required for SEVIS (Student Exchange and Visitor Information System) registration.	N/A	\$0.00 (No State Funds Used)

ULL	Study Abroad Pre-Departure Orientation	To ensure the health, safety, and success of every student in our study abroad programs. Students will be better prepared for studying abroad when they arrive in their host countries.	All study abroad students participate in multiple Pre-Departure Orientations with our office and their cohort to prepare for a successful time abroad. In these sessions we cover: health and safety tips relevant to students' study destination; mental health resources while abroad and prescription medication; cultural insights and ways to immerse more deeply in the local culture; what to expect academically during the study abroad program; tips on budgeting, packing, electronics, phones, and staying connected.	N/A	\$0.00 (No State Funds Used)
ULL	Annual Fulbright Meet and Greet	The outcome is to offer a supportive, collaborative community and a tangible way to extend the Fulbright experience. Provides Fulbright alumni and visiting Fulbrighters with diverse opportunities for networking, professional development, mentoring, cultural enrichment, and community service.	The Annual Fulbright Meet and Greet is a special opportunity for all Fulbright alumni at our institution to reconnect with one another and also to meet and greet our newly arriving Fulbright students and scholars and give them a warm welcome. (2-hour program Funded by Fulbright Association)	N/A	\$0.00 (No State Funds Used)
ULL	College of Nursing and Health Sciences DEI Healthcare Symposium	The College of Nursing and Health Sciences DEI Healthcare Symposium is held annually to address cultural competence and diversity within healthcare spaces and the profession.	The theme for the symposium is "The Impact of Diversity and Inclusion in Healthcare: Candid Conversations." This 1-hour event was held at the new nursing building, James D. Moncus Hall. This interactive panel discussion, featuring six healthcare practitioners from underrepresented groups, highlights personal stories that demonstrate the true impact of diversity and inclusion in healthcare.	N/A	\$0.00 (No State Funds Used)
ULM	Rosh Hashanah	Program supports university's strategic pillar of student success by incorporating differences of ideas and perspectives. Increase student engagement, reduce bias and discrimination, and support diversity.	Provide nutrient kits for those faculty and students who fast in observance of the holiday.	3 employees (1FTE)	\$0.00 (No State Funds Used)

ULM	Asian Moon Festival	Program supports university's strategic pillar of student success by incorporating differences of ideas and perspectives. Increase student engagement, reduce bias and discrimination, and support diversity.	The Mid-Autumn Festival is a harvest festival celebrated in Chinese culture. The program provides education on the history of the tradition; live cultural performances and cultural food are a part of the program.	3 employees (1FTE)	\$0.00 (No State Funds Used)
ULM	Tihar	Program supports university's strategic pillar of student success by incorporating differences of ideas and perspectives. Increase student engagement, reduce bias and discrimination, and support diversity.	The Tihar festival is a Nepali tradition that celebrates the honor of dogs in the Hindu culture. The program invites faculty, staff, students, and the community to bring their dogs, to be laced with garlands and blessed.	3 employees (1FTE)	\$0.00 (No State Funds Used)
ULM	Ramadan	Program supports university's strategic pillar of student success by incorporating differences of ideas and perspectives. Increase student engagement, reduce bias and discrimination, and support diversity.	Provide nutrient kits for those faculty and students that fast in observance of the holiday.	3 employees (1FTE)	\$0.00 (No State Funds Used)
ULM	Holi	Program supports university's strategic pillar of student success by incorporating differences of ideas and perspectives. Increase student engagement, reduce bias and discrimination, and support diversity.	Holi is a Hindu festival that celebrates the beginning of spring, love, and new life. The program celebrates with the throwing of powder, water, games, dancing, and singing.	3 employees (1FTE)	\$0.00 (No State Funds Used)
ULM	Global and Multicultural Week	Program supports university's strategic pillar of student success by incorporating differences of ideas and perspectives. Increase student engagement, reduce bias and discrimination, and support diversity.	This event consists of week-long activities related to different cultures. Activities include a ping-pong tournament, food festival, painting class, and soccer tournament.	3 employees (1FTE)	\$0.00 (No State Funds Used)
ULM	Black History Celebration	Program supports university's strategic pillar of student success by incorporating differences of ideas and perspectives. Increase student engagement, reduce bias and discrimination, and support diversity.	Several month-long activities are hosted in conjunction with several registered student organizations on campus. The month is culminated with a Black History program with a keynote speaker and entertainment provided by students here on campus.	3 employees (1FTE)	\$0.00 (No State Funds Used)

<p>ULM</p>	<p>Office of Global and Multicultural Affairs</p>	<p>Program supports university's strategic pillar of student success by incorporating differences of ideas and perspectives. Increase student engagement, reduce bias and discrimination, and support diversity.</p>	<p>The Office of Global and Multicultural Affairs seeks to cultivate an educational environment where every person is respected and experiences a sense of belonging. The office guides domestic and international students through government and university regulations associated with attending the university.</p>	<p>3 employees (1FTE)</p>	<p>\$88,100.00</p>
<p>UNO</p>	<p>MoMENTum</p>	<p>Increase retention and graduation rates of African American males</p>	<p>The MoMENTum program will address the needs and challenges faced by African American male students at the University of New Orleans by creating a community of support, connecting students to resources, and offering programming to develop the skill sets needed for the journey to success.</p>	<p>2</p>	<p>\$0.00 (No State Funds Used)</p>
<p>UNO</p>	<p>Center for Student Connections and Belonging</p>	<p>The Center for Student Connection and Belonging seeks to advance the University of New Orleans' effort to embed diversity and inclusion as a transformational force in all aspects of the student experience. The Center will guide efforts to conceptualize, assess, and cultivate an enriching and accountable climate that allows all members to thrive and succeed. Through our strategic planning and programmatic development, we hope to facilitate the integration of better representation, equity, belonging, and care into our institutional policies, protocols, practices, and learning spaces.</p>	<p>The Center for Student Connection and Belonging will: provide holistic co-curricular support services for students; introduce equity and inclusion into the systems, structures, and culture of the University; provide expertise and leadership on programmatic efforts to retain students; help develop policies to make the campus more welcoming and inclusive; develop and implement co-curricular programs and services that foster cultural competency; provide a safe and welcoming space for all students to engage their multiple, intersecting, and evolving identities.</p>	<p>1</p>	<p>\$42,165.03</p>

<p style="text-align: center;">UNO</p>	<p style="text-align: center;">Office of International Students and Scholars</p>	<p style="text-align: center;">The Office of International Students and Scholars is dedicated to furthering the academic goals and interests of the University of New Orleans by providing high quality support and services to assist international students (and graduates), faculty, and staff in obtaining and maintaining immigration status and in adjusting to life in the United States. The expected outcome of this program is international student success and university compliance with SEVP regulations governing the activities of international students, faculty and staff on our campus.</p>	<p style="text-align: center;">Part of UNO's Academic Affairs division, and reporting to the Assistant Provost for International Education, the OISS Director, Associate Director, and student workers provide a full range of advising and support services to international students, faculty, and staff, including issuance of relevant forms (I-20, etc.) required for international students and scholars to be issued visas and maintain lawful status in the United States per SEVP and other relevant regulations. The OISS team also works with university leadership to prepare and submit documentation required to certify UNO degree programs as eligible to receive international students (form I-17, etc.). The OISS is located in the UNO International Center and maintains regular office hours to advise and assist the UNO international population.</p>	<p style="text-align: center;">Coordinated through UL System. No dedicated UNO staff on campus.</p>	<p style="text-align: center;">\$172,002.55</p>
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