



# Inclusion, Equity and Culture at *Clemson University*



Division of  
**INCLUSION AND EQUITY**





## Message from Lee Gill

Most of us come from very homogeneous cultures and backgrounds, and here at Clemson, we're preparing our students for 21st century global competencies. It is part of the Clemson experience. Our students are expected to leave this institution with a worldview that enables them to enter the workplace of their choosing, whether it's in the states or abroad.

We have an opportunity and an obligation to facilitate their engagement and interaction with people of different races, genders, ethnicities, physical capabilities, life experiences and more.

The world we live and work in grows increasingly global in focus, so too must the preparation of our students include global competencies that create an outstanding academic education and experience. Our students, faculty and staff created the scaffolding that puts our value of inclusive excellence into action. Support for student development through intercultural and global perspectives is a Clemson priority.

Together, we can achieve desired results. Since 2016, *Insight into Diversity* magazine has recognized Clemson University as a recipient of its prestigious Higher Education Excellence in Diversity (HEED) Award, identifying as evidence, the expansion of Clemson Inclusion and Equity, its faculty/staff collaboration efforts and multiple new and existing programs and initiatives that are featured throughout this booklet.

Diversity is an experience-filled journey, not a destination. All colleges, centers, departments and organizations are at varying levels of maturity in their diversity development, and the work continues.

At Clemson, we will continue creating a welcoming and affirming environment for students, faculty and staff of all races and backgrounds; increase African American, Hispanic, Latinx, Women's and LGBTQ outreach efforts; attract more faculty and staff of color; and promote programming between international and domestic student populations. And above all else, work to eliminate environmental and institutional barriers to student success.

There can be no respite in the work to create an environment where all students, faculty and staff are afforded the opportunity to maximize their potential for success. Good can be made better. Better can be made excellent. Excellent can be made exceptional. I am grateful for the many who are dedicated to this on-going process, and I look forward to our continued successes.

**GO TIGERS!**

**LEE A. GILL, J.D.**

Chief Inclusion Officer and Special Assistant  
to the President for Inclusive Excellence



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**Division of Inclusion and Equity Mission:**

**To guide the  
University toward  
a more inclusive,  
diverse campus  
and community  
environment.**



# Clemson University Men of Color National Summit



OUR MISSION of the Clemson University Men of Color National Summit is to close the opportunity gap for African American and Hispanic males, from cradle to career. Bringing together over 2,000 high school and college students, business professionals, educators, government officials and community leaders from around the country, the summit will emphasize the importance of education, best practices and choices to increase high school and college graduation rates. The national conference will lead to awareness of the changing U.S. demographics by enhancing the experience of men of color through involvement and engagement, preparing them for a global mindset.

Summit themes include:

- Career and professional development
- Entrepreneurship
- Masculinity/personal identity
- Retention rates, graduation, and student achievement
- Social/community engagement

For additional information, visit the Men of Color National Summit website or contact via email [menofcolorsummit@clemson.edu](mailto:menofcolorsummit@clemson.edu).



# Office of College Preparation and Outreach (CPO)

**The mission of this office is to help expose and prepare students throughout the state of South Carolina for higher education. We are accomplishing this through the following access programs:**

**TIGER ALLIANCE** is a college-access and mentorship program that prepares African-American and Latinx/Hispanic young men in high school for college entrance and success. This multi-year initiative includes students from four counties in Upstate South Carolina who receive guidance and enrichment opportunities that expose them to higher education. Tiger Alliance is the high school cohort connected to the Clemson University Men of Color National Summit. Students receive mentorship starting their freshman year of high school at the Men of Color National Summit and are supported throughout high school. Tiger Alliance students who are accepted and attend Clemson receive a four-year \$10,000 scholarship.

CONTACT: [tigeralliance@clemson.edu](mailto:tigeralliance@clemson.edu)

**THE EMERGING SCHOLARS PROGRAM** is a college-access program that helps establish a college-going culture among students from South Carolina's I-95 corridor. The program emphasizes academic achievement, leadership skills and college preparedness. Students participate in activities throughout the year, such as college access workshops, mentoring and college trips. During the summer, students spend time on Clemson's campus taking classes and learning more about higher education. Emerging Scholars students who are accepted and attend Clemson receive a full scholarship.

CONTACT: [emergingscholars@clemson.edu](mailto:emergingscholars@clemson.edu)

**THE SNELSIRE, SAWYER, & ROBINSON CLEMSON CAREER WORKSHOP** is a summer program designed to prepare high-achieving students from diverse populations to enter college. The Clemson Career Workshop provides rising high school seniors with an opportunity to get an inside look into Clemson University while learning tips and tools needed to prepare for college and beyond. Furthermore, the Clemson Career Workshop exposes students to areas in science, technology, engineering, mathematics (STEM), arts and humanities, and social and behavioral sciences. Clemson Career Workshop students who are accepted receive a four-year \$10,000 scholarship to Clemson or an out-of-state tuition waiver.

CONTACT: [careerworkshop@clemson.edu](mailto:careerworkshop@clemson.edu)

**REGIONAL STUDENT SUMMITS** are events that are hosted throughout the state, introducing underrepresented 7th through 12th graders to higher education and life after high school. The summits partner with local school districts who serve as hosts and work with community members who present sessions on leadership skills and college preparedness. The summits also host a college fair for students to learn about different colleges in South Carolina. Students and parents are invited to the summits.



# Diversity Education and Training

**Clemson University believes that a diverse society enriches all individuals. Our students, faculty and staff need to be prepared to succeed in a diverse and global workforce more than ever before. As champions of diversity, equity and inclusion, we are making Clemson University and the communities we serve stronger through learning and development.**

**THE CONNECT FOR INCLUSION** program aimed to increase the intercultural competence of key positional leaders across campus. Almost 50 administrators participated in monthly day-long workshops that included diversity and inclusion facilitators from across the nation and from campus, engaging with the IDI and diverse student leader panels to better understand complex issues related to multiple identities and communities on campus. From these experiences, the group will be able to implement strategies within their areas for creating more inclusive practices that impact employees and students.

Under the director's leadership, Clemson University piloted a **STRATEGIC INCLUSIVE EXCELLENCE CERTIFICATE** in the Fall of 2019. The certificate supports the ClemsonForward strategic plan and is based on the American Association of Colleges and Universities (AAC&U) guiding principles for access, student success and high-quality learning. Workshops are designed to help Clemson University faculty, staff, graduate teaching assistants and graduate lab assistants learn about various dimensions of diversity, integrating equity and inclusion into their daily work.

**THE CLEMSON UNIVERSITY STRATEGIC INCLUSIVE EXCELLENCE CERTIFICATE** is based on academic research in organizational leadership development, behavioral and social sciences, and education. The highly interactive curriculum features real-life best practices from a variety of organizations and utilizes case studies, videos, personal reflection, scenario analysis and group discussion.

The Division of Inclusion and Equity has partnered with the Division of Global Engagement to implement a university-wide effort around the **INTERCULTURAL DEVELOPMENT INVENTORY (IDI)** as a tool to assess and encourage intercultural competence and growth among Clemson students, faculty and staff.

The Intercultural Development Inventory (IDI) is a psychometric instrument that assesses intercultural competence – the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. This 50-item questionnaire is available in 17 languages, can be accessed online and takes approximately 15-20 minutes to complete. After completing the assessment, IDI generates an Individual Profile Report that outlines the individual's capacity to shift perspectives and appropriately adapt behaviors and an Individual Development Plan (IDP) – a detailed blueprint for the individual to further develop their cultural competence.

The IDI also generates group intercultural competence profiles. Group profiles are used to assess a department or organization's intercultural competence as an aggregate. The group profile results allow the department or organization to identify cross-cultural goals and challenges and develop adaptive strategies that can be used while working with individuals from diverse backgrounds.

## WHAT ARE THE STEPS IN TAKING THE IDI?

- Send an email to [idicu@clemson.edu](mailto:idicu@clemson.edu) to schedule an appointment to discuss goals and plans related to the use of the IDI.
- Take the Intercultural Development Inventory (takes about 15-20 minutes).
- Schedule a session to interpret the results.
- Each test ordered by an educational institution is \$12/student and \$18/staff or faculty.
- There is no cost for having a Qualified Administrator come and deliver your individual and/or group profile results.
- Please visit our website for a current list of Qualified Administrators.



# The Harvey and Lucinda Gantt Multicultural Center

**The Harvey and Lucinda Gantt Multicultural Center is committed to creating diverse learning environments that enhance the intercultural competence of our students. The center supports and advocates for all Clemson students' needs, challenges students to think critically about themselves and their communities, provides engaging experiential learning opportunities and empowers students to be positive change agents.**

The vision for the center is to be the nation's premier educational resource that cultivates intellectually vibrant and socially just communities.

The Gantt Center facilitates a wide array of educational opportunities, including:

- Ally training, focusing on understanding terminology and issues impacting the LGBTQ community.
- Community Dialogue, focusing on understanding identity and building dialogue skills.
- Interfaith Café, a monthly dialogue series led by Clemson Interfaith exploring issues related to worldview, religions, spirituality and ways of making meaning. Dialogue can be a powerful tool in addressing some of life's biggest questions. Each month, Interfaith Café offers a dialogue space for students, staff, faculty and community members to explore how worldview connects to topics like hope, home, giving thanks, our values and much more. Ultimately, Interfaith Café is about connecting across differences, building knowledge and awareness and developing skills for action.
- Implicit Bias Training, focusing on understanding implicit bias and provides ten practical strategies for creating a work environment that fosters inclusion.





- LGBTQIA+ Living Learning Community

- Though Clemson offers private, case-by-case gender affirming housing options, there is no public, streamline process for this need for students to easily access. The LGBTQIA+ Living Learning Community (LLC) is set to open in Fall 2021.

- Mission of the LLC: To provide a safe, comfortable and embracing residential space within Clemson Housing to members of the LGBTQIA+ Community. We propose that a Living Learning Community is the most effective mechanism to achieve that goal. Through community, education and leadership development, residents in the Living Learning Community will have access to the appropriate resources necessary for a successful transition to and life at Clemson University.

- Let's Talk About It is a series of forums designed to encourage dialogue between students, faculty and staff on topics and issues facing South Carolina, the nation and the world. The forums align with Clemson's core values of honesty, respect and integrity and are conducted in partnership with Clemson colleges, institutes, centers, departments, student organizations and communities to foster interdisciplinary discourse on diverse perspectives, thoughts, arguments and opinions.

**GANTT ACADEMY** is an opportunity for alumni or friends of Clemson University to get a glimpse into student life around diversity and inclusion in the current climate. This experience also provides each participant with the chance to develop their skillset around intercultural capacity and advocacy.



## Hispanic Outreach

Hispanic Outreach builds relationships with Hispanic and Latinx students and their parents/guardians to encourage recruitment to Clemson University. Three key initiatives are El Camino, Familia Connection and Hispanic Voices in Academia.

**EL CAMINO** is a partnership between Clemson Admissions and various Latinx-based organizations. Students and their families travel from high schools around the country to spend a day at Clemson to engage with Clemson students, faculty and staff and discuss the importance of education.

**FAMILIA CONNECTION** brings together members of Clemson's Hispanic/Latinx family for fellowship and discussion about Hispanic/Latinx culture on campus and surrounding communities. Members of Clemson's executive leadership team and other departments also participate in the day-long event to explore ways to grow and support the Hispanic community at Clemson.

**HISPANIC VOICES IN ACADEMIA** is a two-day conference held at Clemson to promote the successes and leadership of Hispanic and Latinx scholars in higher education. The conference serves as a foundation for exploring collaborative opportunities for scholars, educators and students in research and teaching by and about the Hispanic and Latinx communities.

## The Charles H. Houston Center for the Study of the Black Experience in Education

The Charles H. Houston Center for the Study of the Black Experience in Education conducts empirical research, disseminates scholarly information, examines research-based best practices, addresses critical educational issues, and strives to produce research that makes a difference which informs the development of practices, policies, programs, and scholarship impacting educational and workforce outcomes among African Americans.

## The Clemson Doctoral Pathfinder Program

The Clemson Doctoral Pathfinder Program is a campus visitation program for doctoral students and post-doctoral scholars interested in pursuing academic careers and are within two years of beginning their job search. The program aims to promote diversity among Clemson University's faculty applicant pool and give scholars an inside look at what life could be like as a faculty member at Clemson.





# Multicultural Programs – Student Outreach & Support

**AFRICAN AND CARIBBEAN STUDENT ASSOCIATION (ACSA)** is a student organization which aims to foster greater interaction and unity among the African and Caribbean students here at Clemson. It also seeks to create awareness about and promote African and Caribbean history, culture, values and ideas. ACSA also provides a forum for African or Caribbean issues on campus. ACSA is open to all students, faculty and staff at Clemson University who are interested in African/Caribbean affairs. ACSA is a people-friendly association that seeks to build social bridges and promote social discourse amongst themselves and the Clemson community.

**BANGLADESH ASSOCIATION CLEMSON (BAC)** is an organization which promotes and enhances communication and cooperation and builds relationships between the Bangladeshi community and the American people as well as Internationals in Clemson. The goal of BAC is to represent the interests of the Bangladeshi community at various levels at Clemson University. Associate membership is open to all interested in the Clemson community, including faculty and staff, spouses and local residents.

**BRIDGES INTERNATIONAL** is an independent student organization on many university campuses around the country. The organization helps international students through service activities, social networking and spiritual resources. It is the hope of this organization that international students coming to Clemson feel connected and welcome during their studies in the U.S. Although this is a Christian organization, all international students are welcome to attend events and opportunities, no matter background or beliefs. Bridges International serves students on the main campus and Greenville.

## **CLEMSON BLACK STUDENT UNION (CBSU)**

The mission of the Black Student Union is to PROMOTE, CELEBRATE and EMBRACE Black Culture on Clemson University's campus while instilling a sense of pride in the community. It aims to represent the interests and concerns of Black students at Clemson University by bringing together all aspects of Black student life for the purpose of improving the campus environment and providing support for the student and the community. CBSU establishes and promotes interactions and positive relationships by encouraging pluralism on the part of the faculty, administration and the student body at large and also discourages and abates institutional and individual acts and symbols of racism. CBSU works to increase political, social and cultural awareness and friendships between all people, regardless of race, gender, sexual orientation, religion or national origin. Moreover, it promotes the Clemson core values of honesty, integrity and respect.

**CLEMSON DHOLNA** is Clemson University's only Bollywood Fusion Dance Team. Clemson Dholna self-choreographs, practices and performs various dance styles to promote Indian culture and diversity throughout the Clemson/Greenville area. This dance team's main objective is to bring people together through their love of dance and culture.

**CLEMSON INDIAN STUDENTS' ASSOCIATION** (CISA) aims to increase awareness about Indian culture, promote India and serve as a social tie for the Indian community. CISA endorses participation in the organization by Indians and Non-Indians alike.

**CLEMSON UNIVERSITY GOSPEL CHOIR** is a student-run organization with the mission to minister through music. It was founded in 1979 by students Don German and Lawrence Nesbitt with the help of Larry Ervin. The choir practices weekly and hosts a concert every semester. They also perform both on campus and locally at other campuses, churches and events.

**CLEMSON UNIVERSITY IRANIAN GRADUATE STUDENT ASSOCIATION** (CUIA) is a non-profit volunteer organization which aims to promote Iranian culture through the benefit of the members and community.

### **CLEMSON UNIVERSITY JAPANESE CULTURAL ASSOCIATION** (CUJCA)

The goal of CUJCA is to help establish a more complete understanding of the Japanese culture and language among the student population at Clemson. It will encourage involvement in and organize many cultural events on campus to educate and immerse American students in Japanese language and culture. It will also strive to help Japanese students and families make the transition from Japanese culture to American culture.

**CLEMSON UNIVERSITY SEXUALITY & GENDER ALLIANCE** (CU SAGA) is one of Clemson's six LGBTQ+ student organizations, committed to community, inclusivity and advocacy. Everyone is welcome in CU SAGA, regardless of any identity. CU SAGA respects privacy and therefore will never ask for dues or enforce membership deadlines. Anyone is welcome to attend a CU SAGA meeting at any time.

**CLEMSON UNIVERSITY CULTURAL AMBASSADORS** (CUCA) seeks to promote cultural appreciation and awareness through education and engagement. CUCA supplies the Clemson community with the opportunity to learn and grow through experiential events.

Clemson University Cultural Ambassadors thrive on five main goals:

- To spread awareness of cultural traditions in a way that empowers every participant.
- To challenge preconceived notions of diverse cultures that are prevalent in society.
- To foster cultural diversity in the Clemson community.
- To celebrate cultures with a focus on the four heritage months: Hispanic Heritage Month, Native American Heritage Month, African-American Heritage Month, and Asian/Pacific Islander Month.
- To advocate for inclusivity and encourage thought-provoking discussions.

**INTERNATIONAL STUDENT ASSOCIATION** (ISA) is a student-led organization that is open for everyone who is interested in knowing more about different cultures and making friends with people from diverse cultural backgrounds. ISA will act as a bridge between international students, American students and the surrounding community to share with and learn from.

The goals of the ISA include:

- To foster and build relationships and understanding among all Clemson University students, staff and faculty, and between American people as a whole.
- To represent the interests of international students at various levels in the University system.

**LATIN DANCE CLUB** educates the Clemson community on a variety of Latin-based dances and promotes diversity by immersing students into the Latino culture by teaching them how to dance salsa, bachata and merengue.

**LATINO UNIDOS CLEMSON UNIVERSITY** (LUCU) is an organization that seeks to unite all Latinx students as well as those interested in learning about and embracing the culture of Latin America. LUCU encourages the learning and sharing of different countries' languages and cultures, striving to bring awareness to the issues faced by the Hispanic/Latinx community.

The mission of the LUCU is to unite, educate and empower the Hispanic/Latinx community and anyone willing to learn and embrace our culture.

**CLEMSON MUSLIM STUDENTS ASSOCIATION** is the primary representation of Muslim students at the University. The main goal is to foster relations amongst Muslims and between Muslims and non-Muslims by promoting cultural awareness.

**CLEMSON UNIVERSITY oSTEM** (Out in Science, Technology, Engineering and Mathematics)

The mission of CU oSTEM is to promote community, leadership and professional development for undergraduate and graduate LGBTQ+ and allied students, staff and faculty in STEM fields.

CU oSTEM will strive to:

- Empower and elevate the voices of LGBTQ+ students, faculty and staff in STEM.
- Promote academic intersectionality through cross-departmental and cross-organizational collaborations.
- Provide mentorship and networking opportunities for STEM students, staff and faculty.





### **PAKISTAN CULTURAL ASSOCIATION (PCA)**

The mission of Pakistan Cultural Association is to create and promote awareness about Pakistani culture among Clemson community and creation of fun opportunities for people interested in Pakistani culture. This organization essentially aims at promoting and publicizing Pakistani culture. Thus, PCA intends to organize events that not only familiarize the Clemson Family with Pakistani customs, traditions and food, but it also works to create goodwill about the culture.

### **SISTAS ON THE MOVE**

The purpose of the organization is to promote holistic wellness and encourage women, specifically minority populations, to implement these factors of wellness daily. Sistas on the Move aims for minority women to become more knowledgeable of healthy life choices through the conduction of monthly health workshops focusing on one or more of the following dimensions of wellness: Emotional, environmental, financial, intellectual, occupational, physical, social and spiritual. Members have the opportunity to make positive life changes concerning their health and be able to pass these changes on to future generations.

**THE ASIAN STUDENT ASSOCIATION (ASA)** teaches members about Asian culture and traditions and introduces people of various backgrounds. Some of the group's past excursions include Atlanta's Dragon Boat Festival, Momocon, Asian New Year's Celebrations, and various volunteer activities and outings.

**CLEMSON AREA INTERNATIONAL FRIENDSHIP (CAIF)** is a community organization which coordinates hospitality and support services for foreign students, faculty and visitors in the Clemson area. CAIF is a Community Section of the National Association for Foreign Student Affairs. The mission of Clemson Area International Friendship is to provide a mutually supportive and positive experience for both the international visitor and the community member. CAIF members want to become goodwill ambassadors to all our international friends.

### **FRIENDS OF INTERNATIONALS (FOI) - CLEMSON BCM (Community Organization)**

Friends of Internationals' mission is to welcome and show hospitality to every international student. Furthermore, FOI desires to help facilitate genuine friendships, both between those within the University's beautifully international community as well as between those within and the local community surrounding the campus. Finally, as followers of Jesus, FOI believes that all people deserve to be well-informed and to have freedom for self-determination concerning personal faith and beliefs.



**FULBRIGHT FELLOWS AND FRIENDS** is a diverse group with staff, students and scholars, representing all parts of the world. This program strives to provide an environment to nurture an understanding between people of diverse cultural backgrounds, allowing the Fulbright fellows to live and share their Fulbright experience at Clemson. In addition, it aims to assist and facilitate new and potential Fulbright students who have applied or consider applying to Clemson University, with form examples, interview tips and arrival assistance. Fulbright Fellows and Friends is an effort to gather current and future, Foreign and American Fulbright scholars as well as other people interested in the Fulbright program.

**CLEMSON QUEER STUDENTS OF COLOR ASSOCIATION** (formally known as RAINBOW) is a student organization that provides a safe space to all marginalized people of color who identify as a part of the LGBTQIA+ community. It is the organization's mission to educate the general public about the needs of the LGBT P.O.C. community as well as celebrate its history and culture.

**ASSOCIATION FOR INDIA'S DEVELOPMENT** (AID) is a non-profit organization that supports a wide variety of social development projects towards an improved life for the poor and underprivileged in India. AID was founded in 1991 by a few Indian students who were then in the graduate school at the University of Maryland. The Clemson Chapter of AID is one of 36 chapters in the country and was started in 1998. AID is registered with the US Federal Government as a non-profit charitable association under the category 501(C)(3). Association for India's Development is a volunteer movement promoting sustainable, equitable and just development. AID supports grassroots level organizations in India and initiates efforts in various interconnected spheres such as education, livelihoods, natural resources, including land, water and energy, agriculture, health, women's empowerment and social justice.



# Office of Access and Equity

**The mission of the Office of Access and Equity is to ensure equal access and fair treatment in all Clemson University programs, services and opportunities. Please visit the website at [www.clemson.edu/access](http://www.clemson.edu/access) to learn more about the services offered.**

## COMPLIANCE SERVICES

- Title IX Support Services

Clemson University is committed to creating and continuously fostering a caring community based on the core values of integrity, honesty and respect. The Office of Access and Equity is responsible for the University's Title IX response, implementing policies and procedures to prevent and address sexual harassment and other forms of sex discrimination. The Office works with multiple stakeholders, including the Office of Community and Ethical Standards (OCES), Clemson University Police Department (CUPD), Office of General Counsel, Human Resources, Dean of Students Office, Office of Advocacy and Success (OAS), Counseling and Psychological Services (CAPS), Clemson Intercollegiate Athletics, and others to coordinate and deliver an effective Title IX response at Clemson University.

CONTACT: [www.clemson.edu/campus-life/campus-services/access/title-ix/](http://www.clemson.edu/campus-life/campus-services/access/title-ix/)

- Campus Climate Support Services

Clemson University welcomes and respects all individuals and endeavors to continuously improve its campus climate. The Campus Climate Reporting System is a team of University faculty and staff who meet to discuss and develop measures to improve campus climate and evaluate campus climate incidents, including bias, harassment and discrimination, that impact the Clemson University community.

- Americans with Disabilities Act (ADA)

Clemson University has policies and procedures to prevent and address discrimination against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other conditions and privileges of employment. The Office of Access and Equity provides resources to assist faculty, staff, supervisors and visitors with their disability related questions or concerns, accommodations to qualified individuals and access to lactation facilities.

## EDUCATION AND PROFESSIONAL DEVELOPMENT

Clemson University offers comprehensive educational programming on topics such as domestic violence, dating violence, sexual assault, stalking, disability awareness and civility in the workplace. Educational programming includes primary prevention and awareness programs for incoming students and new employees along with ongoing awareness and prevention campaigns such as Domestic Violence Awareness Month (DVAM), Sexual Assault Awareness Month (SAAM) and National Disability Employment Awareness Month (NDEAM).



## OUTREACH

- Graduate Diversity Doctoral Fellowship

Clemson University has an institutional goal to increase the enrollment, retention and graduation rates of underrepresented domestic doctoral students who are pursuing the professoriate. The Graduate Diversity Doctoral Fellowship is provided by the Division of Inclusion and Equity. The Fellowship Committee has representatives from the Division of Inclusion and Equity, the Office of Access and Equity and the Graduate School and offers financial assistance opportunities for eligible students pursuing doctoral degrees at Clemson University.

- Supplier Diversity

Clemson University embraces diversity in all aspects of its functions, including the use of diverse businesses. The Office of Access and Equity coordinates efforts under the University's Diversity Procurement Initiative to engage in outreach and expansion of opportunities for women, minority, veteran, LGBTQ and small and disadvantaged business enterprises through networking, professional development and the establishment of strategic partnerships. Clemson University endorses and adopts the State of South Carolina's goal of ensuring that minority-owned businesses represent a minimum of 10 percent of state agency procurement contracts.



# Clemson University Council for Diversity and Inclusion (CUCDI)

**The Clemson University Council for Diversity and Inclusion (CUCDI) is an example of how institutional infrastructure and human capital are being used for strategic improvements. Chaired by Provost Robert Jones and Chief Diversity Officer Lee Gill, with President James Clements and Chief of Staff Max Allen as ex officio members, the 40-person CUCDI drives synergy through:**

- Elevating several task forces to become prestigious and visible University Commissions focused on diversity and inclusion.
- Membership from every college (selected by their Deans).
- Expanding student and community representation.

The following are currently active and collaborative Commissions:

## 1) COMMISSION ON ACCESSIBILITY

The Accessibility Commission is a group of representatives including faculty, staff, graduate and undergraduate students from different areas across campus. Each member has a passion for making sure that students, employees, and visitors with a diverse range of abilities have the tools needed and an environment in which to be successful.

The Accessibility Commission aims to promote accessibility, equal opportunity, and an increase in the quality of life for individuals with disabilities while strengthening our community through diversity. The Commission meets four times each year as a combined group. Much of what the Commission achieves is due to the efforts of its smaller, more specialized subcommittees. Each subcommittee meets at various times throughout the year and reports on their efforts during the larger Commission meetings. The subcommittees include:

- Web/Digital Accessibility - Promoting accessibility for all CU Information and Communication Technology including websites and online course work.
- Transportation Services and Campus Accessibility - Including removal of physical barriers to programs and services.
- Accessibility Awareness - Including advancement of accessibility as a part of diversity and inclusion by training, workshops and programs.
- Universal Design for Learning - Providing training and a plan for departments to implement UDL in the classroom.

## 2) COMMISSION ON THE BLACK EXPERIENCE

The purpose of the Commission is to advise the Division of Inclusion and Equity and the University about the Black experience at Clemson University and advocate for specific actions to enhance its quality and the environment.



### 3) COMMISSION ON LATINO AFFAIRS

The Clemson University Commission on Latino Affairs was established in April 2017. The purpose of the Commission to advise on the planning, implementation, and evaluation of university programs, policies, and services designed to improve the status of the Hispanic and Latinx faculty, staff, and students on campus. Further, it communicates to the President and the Diversity Council of Clemson University specific recommendations intended to enhance the Clemson experience for Hispanic and Latinx faculty, staff, and students.

### 4) LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER (LGBTQ) COMMISSION

The purpose of a Clemson University Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Commission is to serve in an advisory capacity to the university administrators, faculty, staff, and students regarding matters which affect the LGBTQ people. More specifically, the objectives of the Commission are to:

- Create a welcoming environment that supports both inclusion and diversity.
- Collect information and/or conduct research regarding climate and issues which affect the LGBTQ campus community.
- Make recommendations regarding the policies, procedures, and practices which affect the LGBTQ campus community, with the goal of improving access and opportunities.
- Ensure that the university appropriately addresses issues of equity, safety, and welfare of LGBTQ faculty, staff, students, and guests.
- Advise the university administration, faculty, and staff on matters pertaining to the LGBTQ campus community.
- Establish and maintain strong collaborative partnerships with organizations and entities which support the purpose, mission and vision of the Commission and the University such as Clemson Alumni Society for Equality (CASE), Clemson Sexuality and Gender Alliance (CU SAGA), and other LGBTQ student organizations.

CONTACT: [lgbtqcu@g.clemson.edu](mailto:lgbtqcu@g.clemson.edu)



## 5) VETERANS COMMISSION

The Clemson University Presidential Veterans Commission was established on October 25, 2018 as the sixth University Commission. The purpose of the Veterans Commission is to serve in an advisory capacity to the university administrators, faculty, staff, and students regarding matters that affect veterans and their families. The commission seeks to create an atmosphere that encourages inclusion and to recommend policies that will improve access and opportunities for our student veterans.

## 6) COMMISSION ON WOMEN

The Clemson University Commission on Women was established to improve the quality of life for women at Clemson. The Commission's charge is to: Discern the status of women at Clemson University and document findings; discover and pursue the removal of institutional barriers identified by the Commission; collect information and/or conduct research regarding issues which affect women, including the study of practices followed at other Universities' Commissions on Women; and explore problem areas that limit equal opportunities and advancement.

It is the Commission's pledge to encourage and inspire women to become leaders, problem solvers and innovators making meaningful contributions to American society. The Commission will publicize the role of Clemson University to improve the status of women at all levels.



## CLEMSON TIGERS ADVANCE

The Clemson TIGERS Advance program is the result of a comprehensive institutional assessment of the barriers that hinder the recruitment, advancement and retention of Clemson's women and other underrepresented minority faculty; a thorough assessment of Clemson's history, culture and climate; an extensive review of lessons learned from other ADVANCE institutions around the country; and the tight integration of social science research with project activities to inform and support institutional transformation.

TIGERS Advance Clemson is committed to building ONE CLEMSON, where all members of the Clemson Family are respected, valued and work together to bring the many voices, talents and experiences that a diverse group of students, staff and faculty can lend to the challenges of our time.

**CENTER FOR RESEARCH ON HEALTH DISPARITIES** is an outgrowth of the EXPORT Center project, a collaborative partnership between Clemson University's College of Behavioral, Social and Health Sciences, and Voorhees College's Center of Excellence in Rural and Minority Health. The EXPORT Center was made possible through an Excellence in Partnerships for Community Outreach, Research on Health Disparities and Training (EXPORT) grant from the National Center for Minority Health and Health Disparities at the National Institutes of Health.

**THE OSHER LIFELONG LEARNING INSTITUTE (OLLI)** at Clemson University is an award-winning community of nearly 1,500 individuals that is dedicated to creating a member-driven, volunteer-led, stimulating and interactive lifelong learning experience for all. We offer four terms of courses, lectures, day trips, workshops, hikes, discussion groups, international and domestic travel – designed by and for OLLI members enjoying the second half of life.

## **CLEMSON ADAPTIVE SPORTS AND RECREATION**

Adaptive sports and recreation opportunities are important to the health and well-being of the Clemson community, both on and off campus. Students, faculty and staff with disabilities, as well as broader community members which includes youth and veterans from the Upstate and across the nation, have access to a growing variety of sport and recreation opportunities. Annual events and on-going programs are available throughout the year, including:

- Wheelchair basketball and wheelchair rugby through the intramural sports program within the Department of Campus Recreation.
- Wheelchair tennis, Clemson's first intercollegiate, varsity adaptive athletics team, supported by academic scholarships.
- Para-soccer training program in collaboration with the U.S. National Paralympic Soccer program, supported by academic scholarships.
- Southeastern Regional Wheelchair Championships, a multi-sport competition for adaptive athletes with any physical or mobility impairment.
- Clemson Classic, an annual youth wheelchair basketball tournament in support of juniors teams in the southeast region of the United States.
- Clemson Wheelchair Tennis Championships, an annual all-comers wheelchair tennis tournament.
- Youth, residential adaptive sports camps (currently only available for wheelchair tennis).

**CONTACT:** [adaptivesports@clemson.edu](mailto:adaptivesports@clemson.edu)

**RACE, ETHNICITY, YOUTH AND SOCIAL EQUITY (REYSE)** Collaboratory at Clemson University conducts systematic and community-engaged research designed to explore, create and share knowledge that contributes to understanding how social inequalities and social injustices may influence the development of racialized youth populations. The lab works with students, educators, community members, scholars, policymakers, organizations and the media to ensure its resources are accessible to all in order to make practical, usable connections between research, outcomes, policies and best practices.

- **Advance Knowledge:** Advance the theory and research methods used to conceptualize and assess the impact of race/ethnicity in positive youth development that contributes to a more just, resilient and equitable society.
- **Share Progress:** Serve as an interdisciplinary repository for scholars authoring cutting-edge approaches to study social inequality and positive youth development.
- **Community Collaboration:** Collaborate with communities to build capacity and understand, document and respond to injustices.



- **Create Dialogue:** Create an informed, sustained dialogue with a wider public audience, such as community members, scholars, policymakers and the media, about issues of race/ethnicity and social inequality as they pertain to positive youth development.
- **Facilitate Learning & Training:** We facilitate training and learning programs that expand the current knowledge base and build capacity among youth and adults in order to practice youth development and social equity at the individual, organizational and community levels.



### **ASSOCIATION OF LATINO PROFESSIONALS FOR AMERICA @ CLEMSON**

(ALPFA Clemson) has been formed within the Wilbur O. and Ann Powers College of Business. ALPFA is the longest standing Latino national organization with 81,000+ members assembled in 44 professional and more than 160 student chapters across America.

**MINORITY BUSINESS STUDENT ASSOCIATION** (MBSA) is dedicated to the professional, academic and personal experiences of its members and the recruitment of minority business students into the Wilbur O. and Ann Powers College of Business. The association strives to develop diverse leaders and maximize their career potential in business.

### **WOMEN IN BUSINESS**

The purpose of Women in Business is to facilitate events and programming focused on furthering women's knowledge on how to succeed in the professional business world. The club's mission is to provide female undergraduate students within the Wilbur O. and Ann Powers College of Business at Clemson University with access to female business leaders and professionals in order to expose students to various business-oriented learning and networking opportunities. Women in Business will work to accomplish this mission by introducing speaker series, workshops, networking events, and other targeted activities to prepare students to be young professionals. The organization is open to the men and women of the Wilbur O. and Ann Powers College of Business.





### **ALPHA OMEGA EPSILON**

This professional and social sorority is composed of a diverse body of female students and alumnae studying and working in engineering and the technical sciences. The Sisters of Alpha Omega Epsilon promote ideals and objectives that further the advancement of female engineers and scientists, while at the same time developing bonds of lifelong friendships. The sisters create a friendly, warm atmosphere, fostering integrity, character and self-confidence. The Clemson University chapter began with 18 women and has since grown to more than 90 active sisters.

### **ASSOCIATION FOR COMPUTING MACHINERY – WOMEN (ACM-W)**

ACM-Women is a branch of the Association for Computing Machinery, an accredited educational organization that promotes collaboration, discussion and acknowledgment of the ideals and concepts of computer science. With more than 36,000 members and 137 active chapters at schools and higher education institutions internationally, ACM-W focuses on providing resources for women worldwide to foster engagement and learning in all aspects of the computing field.

### **BREAKTHROUGH SCHOLARS PROGRAM**

Similar to the Meyerhoff Scholars Program recognized by the National Science Foundation as a national model and at the forefront of efforts to increase diversity among future leaders in STEM disciplines, as well as other universities with similar programs, Breakthrough Scholars is being piloted by the college to increase the number of underrepresented students, including women as leaders within the STEM fields.

### **CALL ME DOCTOR**

The Call Me Doctor Fellows Program aims to partner underrepresented STEM doctoral fellows with education scholars, industry leaders and entrepreneurs to bring cutting edge science and engineering concepts to the market, academic community and K-12 classrooms. The goal of the Call Me Doctor program is to leverage the skills and interests of the fellows to excite and inform the public about cutting edge research while preparing them for dynamic careers and scholarship.

### **GIRLS WHO CODE COLLEGE LOOPS**

These university-level networks for college-aged women interested in tech support one another and help each other persist and succeed in the field. College Loops build belonging and community through regular meetings during the school year. Half of the young women participating come from historically underrepresented groups, including girls who are Black, Latinx or from low-income backgrounds.

### **INTERNATIONAL SOCIETY OF BLACKS IN COMPUTING (ISBIC)**

ISBIC members imagine a world where all black children, no matter their financial resources, can realistically imagine their participation in the computing profession and can excel in the profession without bigotry or isolation. ISBIC's mission is to, "increase the number of socially and culturally responsible and responsive computing professionals with the goal of making a positive impact in the community."

### **NATIONAL SOCIETY OF BLACK ENGINEERS (NSBE)**

With more than 500 chapters and nearly 16,000 active members in the United States and abroad, the National Society of Black Engineers (NSBE) is one of the largest student-governed organizations based in the United States. NSBE's mission is to increase the number of culturally responsible Black engineers who excel academically, succeed professionally and positively impact the community.



## **PEER & WISE**

The mission of Programs for Educational Enrichment and Retention (PEER) and Women in Science and Engineering (WISE) is to educate, recruit and retain underrepresented populations in STEM fields through mentoring, academic and life coaching, counseling and tutoring. These programs are designed to make all students feel comfortable and supported as they pursue their degrees in the College of Engineering, Computing and Applied Sciences. Through an extensive K-12 outreach effort, PEER & WISE are also helping elementary, middle and high school students recognize how engineering and science impact their lives and how rewarding a STEM career can be.

## **SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS (SHPE)**

The Society of Hispanic Professional Engineers (SHPE) was founded in 1974 by a group of engineers employed by the city of Los Angeles. Their objective was to form a national organization of professional engineers to serve as role models in the Hispanic community. SHPE quickly established two student chapters to begin the network that would grow to encompass the nation as well as reach countries outside the United States. SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support and development.

## **SOCIETY OF WOMEN ENGINEERS (SWE)**

The Society of Women Engineers (SWE) encourages women to achieve their full potential in careers as engineers and leaders, expands the image of the engineering profession as a positive force in improving the quality of life and demonstrates the value of diversity.

## **STEM - ALL IN**

This program invites students from Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) to apply for an all-expense-paid, three-day visit before they begin applying for graduate school. This program is designed to bring the best and brightest underrepresented students from South Carolina and the Southeast to campus and provide the encouragement and tools necessary for them to pursue a graduate degree at Clemson University. Even if the students do not choose to apply to Clemson, they will receive information and tools to make a successful application to any R1 university.

## **WOMEN IN SCIENCE AND ENGINEERING RESIDENCE (WISER)**

WISER is a living-learning community for sophomore women majoring in engineering and science. It provides a network and the companionship that will help women thrive in engineering and science majors. WISER gives women an opportunity to succeed together by providing a variety of services from time management and study skills workshops to tutoring and social activities.



**CALL ME MISTER®** (Mentors Instructing Students Toward Effective Role Models) aims to increase the pool of available teachers from a broader more diverse background particularly among the State's lowest performing elementary schools. Student participants are largely selected from among underserved, socio-economically disadvantaged and educationally at-risk communities.

CONTACT: [MISTER@clemson.edu](mailto:MISTER@clemson.edu)

**CLEMSONLIFE** at Clemson University is a post-secondary education program for students with intellectual disabilities that emphasizes job skills and independent living. The program offers a 2-year basic program that produces self-sufficient young adults through programs defined by functional academics, social/leisure skills and health/wellness skills. Additionally, the program offers a 4-year advanced program for students that have demonstrated the ability to safely live independently, sustain employment and socially integrate during the basic program. The advanced program allows students to further matriculate through the LIFE program with transitionally reduced supports. Students who successfully complete one or both programs receive a corresponding certificate of postsecondary education.

**THE CLEMSON UNIVERSITY CHAPTER OF THE COUNCIL FOR EXCEPTIONAL CHILDREN** (CEC) is the student organization affiliated with the International CEC. CEC is the largest international professional organization dedicated to improving educational outcomes for individuals with exceptionalities, students with disabilities, and/or gifted individuals. Clemson's student chapter includes students from education as well as other disciplines. CEC promotes individuals with disabilities from the local area primarily by hosting the annual Oconee and Pickens County Special Olympics spring games.

**THE CENTER FOR RECRUITMENT AND RETENTION OF DIVERSE EDUCATORS** (CREDE) is a South Carolina Center of Excellence designated by the South Carolina Commission on Higher Education that researches, designs and implements the best strategies for minority teacher recruitment and retention. Faculty from Clemson work with education and community leaders in districts across South Carolina to attract minority students interested in teaching at an earlier age and ease their transition from K-12 to two- and then four-year institutions of teacher education.







## **THE CLEMSON UNIVERSITY STUDENT CHAPTER OF THE ASSOCIATION FOR WOMEN IN MATHEMATICS**

(AWM) was created to encourage women pursuing education and careers relating to the mathematical sciences. The club mentors women at all stages of their mathematical careers by promoting increased awareness of – and interest – in the field itself, with a focus on the role of women in the mathematical sciences. Club members discuss issues that impede successful careers in mathematics, both in industry and academia, and provide outreach and service opportunities so that chapter members can influence the next generation of mathematicians.

## **DINAMICS** (Diversity, INclusivity And MathematIcal Sciences)

Goals of DINAMICS include:

- Raise awareness in the school of diversity in the mathematical and statistical sciences with respect to ability and disability, gender and gender expression, race and ethnicity, and sexual orientation.
- Provide faculty members and graduate students in the school with tools and information to help understand, acknowledge and reduce the effects of bias (explicit and implicit) and privilege (cis, male, white, etc...).

**THE COSMIC SCIENCE PEER SUPPORT PROGRAM** is intended to support incoming students with their transition to Clemson by matching them with upperclassmen mentors who come from similar backgrounds and share similar interests. COSMIC has expanded to support any College of Science incoming student who requests a mentor, regardless of race, ethnicity, ability and gender.

Mentoring affinity groups within the COSMIC ecosystem now include: women, men, military and veteran students, first-generation students, transfer students, students with disabilities, students of color, and LGBTQIA+ students. For example, COSMIC offers support for Women in SCIENCE Defining Our Moments (WISDOM) for students who identify as women.

To keep students engaged throughout their time at Clemson, COSMIC offers a tiered approach where students can remain active in the program throughout their entire time in the College of Science at Clemson and can serve in various leadership roles.

**WOMEN IN PHYSICS** is an organization that provides community for women in the department of physics and astronomy. In monthly lunch meetings, the club discusses current STEM, gender and education topics of interest. The organization regularly host coffee breaks with visiting scientists for enhanced networking opportunities. During Women's History Month, all members of the department are invited to enjoy snacks while discussing our favorite female physicists.



## **CLEMSON UNIVERSITY NATIONAL ORGANIZATION OF MINORITY ARCHITECTURE STUDENTS**

cNOMAS gives minority students in the School of Architecture the opportunity to interact with each other both inside and outside of the work environment. In addition to that, a major goal of this organization is to network with students and architects from across the country.

The objectives of this chapter include:

- To foster communication and fellowship among minority architects through educational, social, and charitable programs and projects.
- To form a federation of existing and proposed local minority architectural groups.
- To fight discrimination and other selection policies being used by public and private sector clients to unfairly restrict minority architects' participation in design and construction.
- To act as a clearinghouse for information and to maintain a roster on practitioners.
- To encourage the establishment of coalitions of member firms and individuals to form associate and joint venture relationships.
- To be an effective source of motivation and inspiration for minority youth and maintain an active role in the education of new architects.
- To act for all minority architects on matters affecting their work and the communities in which they live and work.
- To promote the design and development of living, working, and recreational environments of the highest quality for all people.
- To create, encourage, and maintain relationships with other professionals and technicians whose work affects the physical and social environment.
- To work with local, state, and national governments on issues affecting the physical development of neighborhoods and communities.

## **LANGUAGE & INTERNATIONAL HEALTH SOCIETY**

The purposes of the Language and International Health Society include:

- Helping students succeed in the L&IH major and prepare for their future through contact with guest speakers, L&IH graduates, study abroad advisors and other campus and community resources.
- Serving as a forum where L&IH majors can meet and exchange information, ideas and concerns about internships, study abroad and other aspects related to the major.
- Providing opportunities where students can network with other students and professionals, learn about job opportunities, and further their knowledge of topics touched on in the classroom.
- Representing the L&IH major at Clemson University.

**CALL MY NAME: AFRICAN AMERICANS IN CLEMSON UNIVERSITY HISTORY** documents the stories, acknowledges the contributions and honors the legacy of seven generations of people of African descent in Clemson University history through a collaborative, call-and-response approach, inviting the descendant community and the public to participate in this storytelling initiative. Projects include publishing books, giving public presentations, developing a traveling museum exhibition, producing a play and documentary, creating walking and running heritage tours of the Clemson University campus, and collaborating with local community partners.

### **AFRICAN AMERICAN BURIAL SITE IN WOODLAND CEMETERY PROJECT**

This project seeks to document, preserve and memorialize 667 unmarked graves believed to be those of African American enslaved persons, sharecroppers, wage workers and convicted laborers that were recently recovered in Woodland Cemetery using ground penetrating radar. Working collaboratively with local communities and the Clemson University community, Clemson will share stories about African Americans who are buried in the cemetery and ensure that their sacred place of rest is honored. Through this initiative, the University is also seeking ways to be more engaged with and supportive of local African American communities.

**WECU** is a video campaign with a mission to educate Clemson students about the different identities and demographics of the student body. The goal is to teach students about these differing identities so that they are better equipped to lead in the real world. Long term, the success of this campaign can be used to encourage the administration to reevaluate and reimage the CU 1000 course and what it should comprise.

**COLLEGE INCLUSION COUNCIL** is a Dean's council composed of student leaders drawn from existing initiatives (WeCU, cNOMAS, etc), to facilitate cross-College communication and coordination of efforts.

### **CLEMSON CONVERSATIONS ON RACE AND RECONCILIATION**

Series of forums for honest and respectful dialogue with student, faculty and staff panelists to talk and listen to each other about difficult issues with a view to bring about healing and positive change.



**MINORITIES IN AGRICULTURE, NATURAL RESOURCES AND RELATED SCIENCES (MANRRS)** is a national society that welcomes membership of people of all racial and ethnic group participation in agricultural and related science careers. MANRRS members are encouraged to be full participants in other professional societies for their basic disciplinary and career interests. However, MANRRS attempts to provide networks to support professional development of minorities. It is a springboard for their entry into and advancement in careers where they otherwise could be lost in the sheer number and established connections of mainstream participants. For student members, MANRRS provides role models, mentoring professionals and networking opportunities. MANRRS also offers students opportunities to enhance leadership and organizational and public speaking skills, and to experience professional critique of scholarly work in a "user friendly" environment. An annual membership directory is planned to provide student members national exposure in career and graduate study markets.



**MULTICULTURAL GREEK COUNCIL (MGC)** was founded in 2015 by two distinct Latin-based organizations: Hermandad de Sigma Iota Alpha, Inc. and Lambda Theta Phi Latin Fraternity Inc. The mission of the Multi-Cultural Greek Council (MGC) is to foster a unified multicultural community and to promote scholarship, service, respect, unity and cultural awareness. The students who brought these organizations on campus sought the need to educate their community and provide the student body an opportunity to engage in different cultures to form a well-rounded Clemson Family. These students seek to engage the Clemson community and educate them about the cultural diversity they bring. The MGC continues to promote unity through diversity by accepting differences and connecting common goals from each organization through brotherhood/sisterhood.

### **NATIONAL PAN-HELLENIC COUNCIL (NPHC)**

In 1974, Omega Psi Phi Fraternity, Inc. became the first NPHC organization chartered on the Clemson University campus. Five years later, Alpha Kappa Alpha Sorority, Inc. was the University's first NPHC sorority to be chartered. Clemson University has been home to eight of the nine organizations within the NPHC, with charters for each eight organizations. Those eight organizations consist of the two mentioned above and Alpha Phi Alpha Fraternity, Inc., Kappa Alpha Psi Fraternity, Inc., Delta Sigma Theta Sorority, Inc., Phi Beta Sigma Fraternity, Inc., Zeta Phi Beta Sorority, Inc., and Sigma Gamma Rho Sorority, Inc. Clemson University's NPHC serves as an intricate part of the Clemson community. Chapters host and participate in numerous service events throughout the year. Every fall, the NPHC sponsors the Fall Fest step show, and every spring, it sponsors a week of service. Chapters provide both service and social opportunities to the campus and community. The council strives to promote excellence and achievement in all areas. The mission of NPHC is the unanimity of thought and action as far as possible in the conduct of Greek letter collegiate fraternities and sororities and to its member organizations. The council fosters interaction and collaboration among its organizations through student development, social activities, community engagement and service initiatives.



**CLEMSON UNIVERSITY'S BLACK GRADUATE STUDENT ASSOCIATION** exists to foster a supportive environment for graduate students that promotes holistic development and creates opportunity for upward mobility that will empower students to achieve academically. The purpose of this organization shall be to utilize the collective resources available to the organization, including members, alumni and friends, for the creation and maintenance of an academic environment that is conducive to the successful matriculation of historically underrepresented graduate and professional students at Clemson University. The association will do this by:

- Assisting Black graduate students by providing information and resources vital to initial and continued success at Clemson University.
- Providing Black graduate students the opportunity to fellowship and bond through social outings and activities.
- Creating opportunities for Black graduate students to engage with faculty, staff and industry members.
- Supporting the recruitment and retention of historically underrepresented graduate and professional students.
- Providing an effective voice and advocacy for historically underrepresented graduate and professional students at Clemson University by investigating issues, actively participating in the Graduate Student Government and making recommendations to the proper University administration.
- Establishing and improving interdepartmental communication and scholarship among graduate and professional students.
- Communicating with Black students interested in graduate school.
- Participating in outreach activities and programs to uplift the community.

**CONNECTIONS** is designed to support student transition and success with an emphasis on supporting students of color (African-American, Black, Hispanic/Latinx, Asian, Native American, multiracial). The program provides a living learning community (LLC) experience to students in their first year of college. The LLC experience includes a first-year seminar course designed specifically for CONNECTIONS students, peer mentoring and planned activities that allow students to have a meaningful first year. Upon completion of the first year, students are able to continue receiving support from full-time professional staff and graduate students via individualized meetings. Additionally, programming is planned for all students related to personal development, academic engagement, culture and diversity, a support network and involvement.

**RENAISSANCE MALE ACHIEVEMENT NETWORK** (Renaissance MAN) is a learning community that provides personal development and professional preparation by examining racial identities, masculinity narratives and leadership capacity. The learning community is designed with college men of color at Clemson University in mind. The Renaissance MAN experience is designed to support students from their first year to graduating year. The participants are encouraged and supported in excelling academically and becoming involved in high impact practices such as honors, internships, service, studying abroad and undergraduate research. Participants are provided with mentorship, individualized meetings with staff, academic course support, and social enrichment. The program also provides various incentives throughout the experience to recognize the commitment of the participants. Each year of the program offers a different set of expectations that contribute to the growth and development of Clemson men from gentlemen to renaissance achievers.

**BROTHER 2 BROTHER** (B2B), Clemson University's chapter of the Student African-American Brotherhood (SAAB), is a dynamic organization established specifically to assist participants to excel academically, socially, culturally, professionally and in the community. SAAB is primarily comprised of male students who strive for academic excellence and make a commitment to plan and implement programs that benefit their community at large. Participants are encouraged to embrace leadership by being positive examples for each other through a strong commitment to academic achievement, brotherhood and community service.



**SISTER 2 SISTER** (S2S), Clemson University's chapter of the Student African-American Sisterhood (SAAS), exists to positively impact the lives of its women of color at Clemson by creating supportive networks, encouraging and assisting with personal and professional development, and providing strategies for educational attainment and success throughout the collegiate experience and beyond. The core principles of S2S are social unity, cultural enrichment, academic excellence, personal development, service learning and financial literacy.

**THE W.E.B. DUBOIS HONOR SOCIETY** at Clemson University promotes the pursuit of academic excellence in all fields of higher education, engages the community of scholars in service to others and recognizes the outstanding achievements of the society's members. The society is structured as a learning community for selected scholars to be developed personally and professionally through:

- **Service:** Members will be expected to engage in service opportunities within the City of Clemson and surrounding areas to create positive change in communities.
- **Social engagement:** This may include member potlucks, game/trivia nights, cultural excursions, local festivals and on-campus events.
- **Academic Excellence Seminars:** The hosting of seminars will provide an opportunity for faculty and staff to engage with students to discuss cultural experiences current event topics, academic lectures and personal or professional development.
- **Philanthropy:** Similar to the use of service as a way to give back to communities, the organization will engage in fundraising activities and provide donations to a non-profit of its choosing, as well as support organizations that aide others in moments of emergency situations.





# Student Transition and Family Programs

**COUNCIL ON DIVERSITY AFFAIRS** (CODA) is a branch of Clemson Undergraduate Student Government that is dedicated to being a voice for the diverse students on campus while spreading awareness for related topics. CODA's director will serve as a cabinet member and be responsible for the visibility of multicultural organizations on campus, as well as holding various events such as forums to better serve the council's purpose in the student community. By doing so, the council can address the issues of diversity and encourage involvement among students. The Council of Diversity Affairs is looking for dedicated members who want to get involved and share the passion of inclusiveness. CODA welcomes the curiosity of students who are dedicated to learn more about diversity and interact with other Clemson students on campus and in the community. The council encourages minority student involvement in all campus clubs and organizations with the understanding that underrepresented students are those individuals outside of the majority in regards to race, nationality, sexual orientation, gender identity/expression, socioeconomic class, religion, and physical and/or mental conditions. CODA strives to promote unity among Clemson students so every student has access to the Clemson experience and feels like a part of the Clemson Family.

**CLEMSON UNDERGRADUATE FELLOWS** is a program within Student Affairs that exists to increase awareness of careers in student affairs among undergraduate students. The program provides mentoring and programming to aide in the exploration of graduate school and careers related to student affairs and higher education. Additionally, students from underrepresented backgrounds are encouraged and supported in submitting an application to become recognized as a participant in the NASPA Undergraduate Fellows program (NUFP). Students selected as NASPA Undergraduate Fellows will have access to additional professional development experiences.

**NATIONAL ASSOCIATION OF STUDENT PERSONNEL ADMINISTRATORS** (NASPA) **UNDERGRADUATE AND ANNUAL CONFERENCES** are hosted in various cities around the country. These conferences allow for learning and networking with undergraduates, graduates and professionals. Priority is given to senior students and individuals who have been actively engaged in the program.

**THE DUNGY LEADERSHIP INSTITUTE** is a six-day leadership institute offered twice during the summer and focused on developing leadership skills, enhancing cultural competencies, and preparing students for careers in student affairs.

Summer internships provide fellows with the opportunity to have a paid experience at an institution other than Clemson for exposure and broader perspective on student affairs and higher education.



## TOPICAL DISPLAYS

The University Libraries presents topical displays of materials (e.g. books, audio-visual materials) as part of annual recognition months/days/weeks. Display topics and the materials included in the displays are determined by librarians and other library employees. Student organizations or departments on campus cannot reserve our display space for their own use. However, they can submit a display topic suggestion, and some groups have worked with a librarian on displays.

## COLLECTIONS

Documenting the African American Experience at Clemson is a collection containing selected materials that hold historical and cultural significance to the African American community and represent its longtime presence at Clemson University. This is an ongoing project that will include original materials (photographs, manuscripts, audio, video, oral histories, records) that document African American life, work, history, and culture at and around Clemson from residents of the Upstate region and those who in some way were part of the ongoing experience.

## I.D.E.A. (Inclusion, Diversity, Equity, and Awareness) BOOK CLUB

Established in the Spring of 2019, the I.D.E.A. Book Club provides an opportunity for Clemson University employees to discuss inclusion and equity in higher education. The goal of this group is to raise awareness and create conversation around circumstances that shape worldviews and higher education through literature in relation to inclusion, diversity and equity.

### Previous books have included:

- *Blind Spot: Hidden Biases of Good People*
- *Weapons of Math Destruction*
- *The Empowered University: Shared Leadership, Culture Change, and Academic Success*
- *Call My Name, Clemson: Documenting the Black Experience in an American University Community*





## Additional Opportunities

**THE ACADEMIC SUCCESS CENTER (ASC)** offers a variety of free services for undergraduate students to equip them with strategies and resources that help them succeed in difficult courses, become a more confident and independent learner, engage in more productive and effective study and learning behaviors, manage time more effectively, reduce test anxiety, explore and determine majors, return to good academic standing and achieve the goal of earning a Clemson University degree.

**THE FIRST PROGRAM** assists first-generation college students in adjusting to the college experience and achieving their academic goals. Eligible students are first-generation freshmen and new transfer students. First-generation college students are students whose parents do not hold a degree from a four-year college or university. A variety of opportunities and resources are offered. A mentoring program matches new students with successful first-generation upperclassmen, and a FIRST Summer Preview Program offers students the opportunity to live on campus and take their first class at no charge before starting classes in the fall. FIRST also offers workshops, tutoring and social opportunities.







## LEARN MORE.

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## STAY CONNECTED.

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## SUPPORT DIVERSITY, INCLUSION AND EQUITY.

Visit <https://www.clemson.edu/inclusion/>.

Clemson University aspires to create a diverse community that welcomes people of different races, cultures, ages, genders, sexual orientation, religions, socioeconomic levels, political perspectives, abilities, opinions, values and experiences.

