



UNIVERSITY OF MISSOURI-KANSAS CITY

MEMORANDUM OF UNDERSTANDING

June 24, 2009

**UMKC HISPANIC
ADVISORY BOARD**



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) entered into this 24th day of June, 2009, by and between The Curators of the University of Missouri, on behalf of the University of Missouri-Kansas City (hereinafter referred to as "UMKC") and the UMKC Chancellor's Hispanic Advisory Board (hereinafter referred to as "Board.")

WHEREAS, this MOU is the result of concerns expressed during discussions between representatives of UMKC, led by the campus Chancellor and including representatives of some of UMKC's internal and external stakeholder's from the Hispanic community.

WHEREAS, by agreeing to the contents of the MOU, the parties hereto endorse the document, its provisions and goals and have voluntarily agreed to participate in the MOU in the spirit of community reconciliation;

WHEREAS, this MOU is consistent with the creation of the Board for "the purpose of ensuring that the UMKC is aware of the concerns and interest of the Hispanic community as it relates to UMKC's role in higher education in Kansas City. The Board also provides guidance to the UMKC in developing strategies to improve engagement with the Hispanic community and promote efforts of UMKC and the Hispanic community in their commitment to better serve the UMKC and community at-large;"

WHEREAS, the express intent of the parties to this MOU is to establish expectations and offer a tangible means for addressing the racially-centered issues of concern within UMKC brought forth by the Board and previously identified by a consultant's report, commissioned by UMKC in April 2006 when Dr. Shaun Harper was invited to conduct a Climate Environment Audit at UMKC. The audit found widespread experiences and conditions of significant shortcomings in the racial atmosphere on the campus, including under-representation of faculty of color, and Hispanics, in all professorial ranks (full, associate, and assistant). Furthermore, students of color, Hispanics included, report feeling isolated at the university, and often experience hostility from faculty's seemingly low expectations of them;

WHEREAS, the parties acknowledge that UMKC must work with outside organizations that can participate in the establishment of goals reflective of its urban population and that can ensure implementation of those goals;

WHEREAS, some of the signatories to this MOU recognize that UMKC has an objectionable racial climate, a serious lack of diversity and policies and programs that adversely impact underrepresented minority faculty, staff and students;

WHEREAS, UMKC is committed to taking the specific actions described in this MOU in an effort to improve the experiences and conditions of its minority students,

faculty and staff, as well as the experiences and conditions of the other signatories to this MOU;

WHEREAS, the parties hereto and the other signatories to the appendix are desirous of documenting their agreements as set forth in greater detail in the following provisions of this MOU;

WHEREAS, the purpose of this MOU is to provide a cooperative framework for a renewed commitment and partnership between UMKC and the Board that empowers the Hispanic community to attain educational excellence and to contribute positively to the fulfillment of the mission of UMKC;

WHEREAS, UMKC and the Board are committed to taking the specific actions described in this MOU in an effort to improve the experiences and conditions of Hispanic students, faculty and staff specifically, and other people of color in general;

NOW, therefore the parties agree as follows:

1. UMKC acknowledges that the Board communicated the following experiences and conditions:
“The Board strongly feels that there is a significant disconnect between the University and the Kansas City Hispanic Community.”
2. UMKC and the Board share a commitment to developing a partnership for the purpose of providing opportunities for Hispanics in higher education pursuing academic degrees, study or research of interest at UMKC.
3. In response to the expectations expressed in Paragraph 2 hereof regarding the issue described in Paragraph 2 hereof, UMKC agrees as follows:
 - a. UMKC will develop written strategies intended to increase the recruitment, admission and financial assistance for students from underrepresented minority groups and intended to increase the number of underrepresented minority faculty and staff employed by UMKC, as well as increasing the efforts at recruitment, retention, promotion and award of tenure, as appropriate, for those underrepresented minority faculty and staff. Such written strategies will be developed and/or modified with input from the Board. The goal for accomplishment of the foregoing shall be the Summer 2009.
4. UMKC acknowledges that the following issue was stressed and communicated to it during the aforementioned discussions:
“The community is concerned about the under-representation of minority faculty at UMKC, and believes that this issue has reached a crisis. Moreover, better outreach and support are critical to the

goal of attracting and retaining students from specific minority communities.”

All academic search committees will be expected to aggressively seek qualified candidates from underrepresented minority groups and to invite such candidates to apply for vacancies. Such efforts should involve considering qualified faculty candidates from other academic disciplines, contacting colleagues at other universities or asking community members for assistance in identifying qualified candidates. UMKC agrees that it will inform Deans and members of search committees of the necessity of being proactive in seeking such qualified faculty that have experience in urban settings and working with the Latino/a community rather than waiting to see whether there are qualified minority candidates among the applicants.

UMKC will create a hierarchy committee including Deans, Administration and Board to ensure that no steps are omitted in selection process. Board will be involved from beginning of selection process in candidate search committee. The Board will be notified with ample time to become involved in providing feedback in the selection process.

The UMKC Provost’s Office will develop mechanisms designed to hold Deans accountable for the development of strategies to assure the existence of a mentoring program to assist newly recruited minority faculty members in understanding and monitoring their progress toward tenure or promotion.

5. UMKC acknowledges that the following expectations were communicated to it during the aforementioned discussions regarding the issue described in Paragraph 3 hereof:

“The university needs to devise a broad strategy that will bring significantly increased diversity to the campus’ overall make up. Strategy should include a focus on the recruitment of minority students; financial assistance for these students who show exceptional academic promise or who need assistance to register or to continue their studies; review of admissions practices; and a timeline for restructuring practices that do not support the recruitment goal. Further, the strategy should include tenure, advancement and retention initiatives for faculty and staff that make professional advancement more attainable for minorities at the University.”

6. UMKC agrees to:
 - a. Strengthen and implement Diversity and Sensitivity training programs for its staff. Members of the community and UMKC will work with the

- Board to conduct these reviews and suggest new programs where necessary.
- b. Develop and implement a wider network of communications within the campus, giving all members of the campus community ready access to useful information, needs to be established and utilized on a continuous basis by the Provost and the Vice Chancellor for Student Affairs. This includes assessing the quality of academic advising.
 - c. The Career Services Center will develop and implement a plan to make career services more accessible to minority students, including joining with the Multicultural Student Affairs Office for special career development programs: resume building, job search tips, mock interviews and other professional skills. In addition, Career Services will have space in the reorganized University Center for easier collaboration between the two offices.
 - d. The Deputy Chancellor for Diversity, Equity and Access will continuously evaluate current university practices, identify desired improvements and develop strategies for achievement of those desired improvements while seeking Board input.
 - e. Develop strategy to strengthen the current role of the Board within the university.
 - f. Work jointly with the Board on the development and establishing a time line for implementation of the recruitment action plan, including budget recommendations.
 - g. Request input and assistance from the Board and community organization outreach programs to recruit and retain students, staff and faculty.
 - h. Partner with the National Hispanic Institute. The National Hispanic Institute would be able to assist UMKC target Latino families, with private experiences on American college and university campuses that are specially designed to advance the educational aspirations of thousands of high school age Latino youth. More important, this will allow them the opportunity to determine different options and choices in contributing to Latino community life through leadership service. Currently, NHI hosts national and international program with high ability youth. Years ago, when NHI was first established, there was a realization that the organization had to be different and distinct from other organizations. Today its message continues to be as strong and exciting to the young people whose lives it touches as it is to the staff and hundreds of volunteers who annually conduct its work.
 - i. Become a member of the Hispanic Association of Colleges and Universities, (HACU). This national organization aims to promote the development of member colleges and universities who strive to improve access to and the quality of post-secondary educational opportunities for Hispanic students with the ultimate goal of achieving Hispanic Serving Institution status from the U.S. Department of Education.

- j. Work with Board in order to create a strong curriculum and the possibility of conversion to a degree program in Hispanic/Latino Studies. Resources are needed for such program that enhances the diverse intellectual and social growth of the community. In such case, when a commission has been formed to explore potential diversity themed curriculum that will bring together faculty, students and community members to shape and define viable diversity studies program, the Board shall be included in the development of such program.
- k. Develop strategy for input and continue to build Hispanic scholarship fundraising such as the Agapito Mendoza Scholarship Breakfast and Reception and assistance from the Board with additional scholarship fundraising for Hispanic students.
- l. Provide information to the Board regarding program and service opportunities with UMKC for the purpose of inviting participation and liaison activities, services, and outreach to Hispanic students.
- m. Provide the Board with information concerning collaborative events such as student internships and available scholarships, research, development and other opportunities.
- n. Continue assisting and supporting existing groups, internal and external, that are responding to the needs of minority students.
- o. Recommend a local Hispanic business person to the UMKC Board of Trustees with Board input.

7. The Board agrees to:

- a. Identify and recommend for appointment, officers to the Board to coordinate the implementation of this MOU.
- b. Use its community-based connections to promote UMKC's programs and service opportunities with the Hispanic community.
- c. Lend a positive voice regarding UMKC to the Hispanic community.
- d. Provide referral services based on inquiries from Hispanic communities regarding opportunities afforded by UMKC.
- e. Play a more active role in planning Hispanic Youth Day and other University activities, including being present for such activities.
- f. Assist in identifying new employees, student interns, or potential candidates from Hispanic communities interested in employment, programs and services at UMKC.

8. This MOU shall remain in effect for an indefinite period of time from its effective date. Parties agree to revisit it every three (3) years and may be amended with the written consent of all parties at any time.

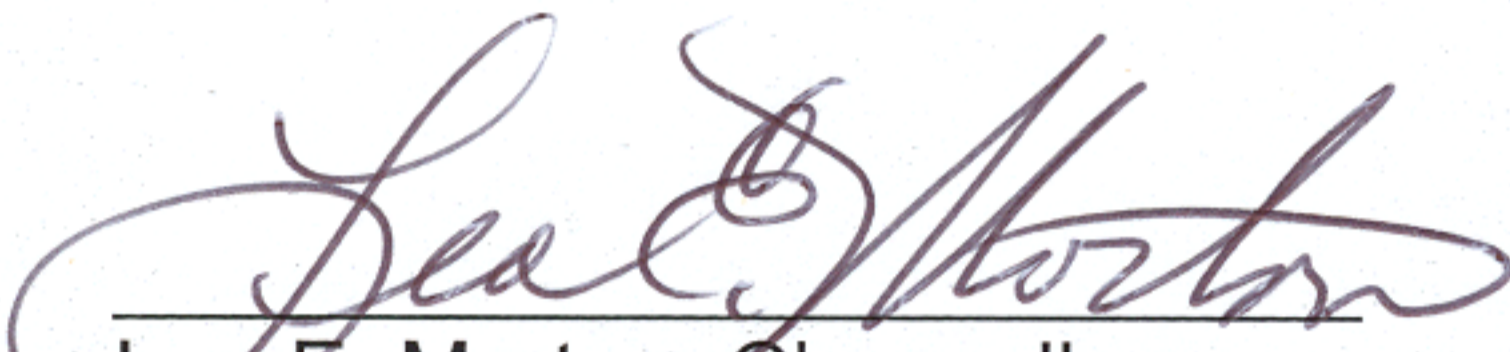
9. None of the terms or conditions herein shall in any manner be altered, amended, waived, or abandoned, except by written agreement of the parties, and no delay by any party in enforcing any of its contract rights hereunder shall be deemed a waiver of such contract rights.

Notwithstanding the foregoing, however, UMKC's current efforts, as described in the appendices hereto, may be modified by UMKC with appropriate and reasonable notification to the Board.

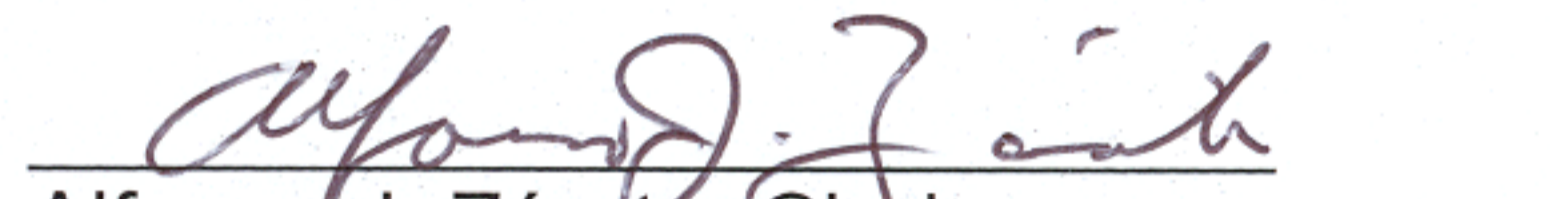
10. This MOU sets forth the entire understanding of the parties and supersedes any and all prior agreements, arrangements and understandings related to the subject matter hereof.
11. This MOU shall be binding upon and inure to the benefits of the parties and their respective successors, legal representatives and assigns.
12. This MOU shall be executed in one or more counterparts and all such counterparts shall constitute one and the same instrument.
13. This agreement shall be deemed to have been entered into under the laws of the State of Missouri and the rights and obligations of the parties hereunder shall be governed and determined according to the laws of that state.
14. Nothing contained in this MOU is intended and no part hereof may be interpreted or construed as an admission by The Curators of the University of Missouri, by UMKC or by any of its or their officers or employees, that they or any of them are unlawfully discriminating or have unlawfully discriminated in the past and The Curators of the University of Missouri, UMKC and its or their officers and employees hereby expressly deny any such unlawful discrimination.
15. All signatories agree to a general moratorium regarding the media until this MOU is formalized and presented to the public.
16. The parties will establish time tables and measurements for each action item identified in this MOU.
17. The parties to this MOU shall begin to meet quarterly in order to update other party of progress of established time table and measurements.

IN WITNESS WHEREOF, the parties hereto have executed this agreement and/or authorized same to be executed by their duly authorized representatives as of the date shown below the respective signatures. UMKC and representatives of the Board understand and agree that the process of improving community relations shall continue and that this process' success will largely be determined by continued cooperation. The undersigned attest that all participants in the discussion of the issues and remedies outlined thereof, have agreed to collaboratively work toward the execution of this MOU and its provisions.

THE CURATORS OF THE
UNIVERSITY OF MISSOURI



Leo E. Morton, Chancellor
University of Missouri, Kansas City




Alfonso J. Zárate, Chair
University of Missouri, Kansas City
Chancellor's Hispanic Advisory Board

6/24/09

DATE

6/24/09

DATE



Pedro Zamora
Guadalupe Centers, Inc.
Witness

June 24, 2009

DATE

Appendix A

Student Affairs and Enrollment Management:

The Offices of the Vice Chancellor for Student Affairs and Enrollment Management and Deputy Chancellor for Diversity, Access and Equity sponsored the African-American Male/Latino (AALo) Empowerment Summit during the fall of 2007 and 2008. The mission of the summit is to create a support system, forum and learning construct for African-American and Latino males on the UMKC campus. Addressing issues that are relevant to the males in high school, undergraduate and graduate programs, the summit aids them academic success and graduation. Topics included institutional knowledge, character, finances, work-school balance, and leadership.

The Division of Student Affairs and Enrollment Management and the Division of Diversity, Access and Equity co-sponsored this spring semester a presentation by Julie Chavez Rodriguez, granddaughter of Cesar Chavez as part of the social justice and diversity lecture series. Rodriguez, program director for the Cesar E. Chavez Foundation, spearheads the National Youth Leadership Initiative which addresses academic and civic disengagement by today's youth. She focuses on peaceful activism, civil disobedience, and safe working conditions.

UMKC will continue to assist and support existing groups that are responding to the needs of minority students. These groups are the Multicultural Student Affairs Committee and the AAHNAA (African-American, Hispanic American, Native American Recruitment and Retention Committee). Hispanic Advisory Board; the Black Community Partners Advisory Board, and COHO Education Sub-Committee (Coalition of Hispanic Organizations).

In the 2007-08 academic year, the **Admissions Office** made more than 60 visits to local high schools and community colleges in the Kansas City Metro Area where the student population is predominantly under-represented minorities. Also, the Office of Admissions participated in approximately 75 college fairs, community events, and presentations for schools targeting local students of color.

In fall of 2007, the Office of Admissions created a new position to direct efforts towards increasing the number of college bound Latino and other students of color. Named the Coordinator of Multicultural Recruitment, the coordinator is primarily responsible for advising and recruiting students in Kansas City high schools that have high minority populations. This year's efforts have included on and off campus events such as high school visits, college fairs, college planning presentations, attending high school senior nights, financial aid presentations for parents, and partnering with community leaders and organizations. Applications statistics from May 31, 2008 indicate that UMKC is expecting to have one of the most diverse incoming classes for Fall 2008 with a 14.5% increase in Latino students.

Developed as an early awareness program by the Office of Admissions and Multicultural Student Affairs, Hispanic Youth Day is offered to students throughout the Kansas City area. High School students ranging from 10th-12th grade explore career options by participating in workshops facilitated by industry professionals. Students also learn about how to prepare for college and are introduced to UMKC and the college going culture by meeting with student support offices, taking a campus tour, and interacting with current UMKC students. Due to growing interest by students and high school counselors, a second Hispanic Youth Day was added this academic year. Now students will have an opportunity to attend in the fall or spring semester.

Beginning in January 2008, the Admissions Office partnered with Mattie Rhodes to assist, mentor and educate the Northeast Latino community about the college process, early college preparation, scholarship opportunities, ACT preparation, community resources and learn more about UMKC. This partnership is facilitated through the EXPLORE Program in Northeast High School.

UMKC is a sponsor of the BizFest Program, a program in which approximately 55 Latino students from the metro area participated in this year. Staff from the Admissions Office volunteered in the recruiting and selection committees and 6 UMKC staff members served as mentors during the program.

The Admissions Office is in the process of establishing an on-air monthly radio program on La Grande 1340 AM with the Reyes Media Group. It will focus on topics concerning college preparation for Latino students and other listeners.

In the **Financial Aid and Scholarships Office**, prospective families are given information about scholarships and other forms of financial assistance. These meetings are held on campus or at other familiar area venues like the LNEESC Kansas City Brick by Brick event, UMKC Hispanic Youth Day, and on the Generation Rap 103.3 radio program. There are several scholarships specifically designed to aid minority students, students from the Kansas City, Missouri School District, and low-income students. These scholarships totaled \$765,516 in gift aid for the 2007-08 academic year. Including all grants, scholarships, matches, waivers, and loans, UMKC Hispanic students were offered \$2,364,143 in financial aid for 2007-2008.

The **Counseling, Health and Testing Center (CHTC)** recently added a staff psychologist of color whose special area of interest is multicultural counseling and outreach, Dr. Lynette Sparkman-Barnes. The Center also has a licensed psychologist on site each week in the Multicultural Student Affairs Office to serve as a liaison to the students and staff of that office in an informal manner. The Counseling Service has offered this outreach into a common gathering place for Hispanic students to build informal assistance as well as referral and formal programming. Of students served from August 1/07 to date in the Counseling Center who reported their ethnicity, we saw 35 clients of Latin ethnicity for 170 sessions.

In the previous academic year, Dr. Lynette Sparkman-Barnes offered a program with the topic of "Mental Health and People of Color," which targeted African-American and Hispanic/Latina/o students. Dr. Sparkman-Barnes also offered the "It's the Small Things" program, which facilitated discussion among students and a small number of staff on the issue of race. This focus has continued in 2008, with Dr. Sparkman Barnes and Dr. Jacqueline Reese-Smith spearheading the programs "Race Matters" and "Gender Matters," both of which facilitated discussions that included perspectives on and from the Hispanic/Latina/o student population.

In addition to these programs, the Counseling Center hosted a regular discussion group for international students from all countries of origin. Sessions for this group were held from January to March of 2008 before being cancelled due to lack of attendance.

The Counseling, Health and Testing Center's satellite The MindBody Connection co-hosted an Open House with the Multicultural Student Affairs Office for the opening of our adjoining new spaces in the University Center. Music was provided by our own Latino student band and many of the Hispanic/Latina/o student population joined in the festivities and activities.

Student Health & Wellness and the Counseling Center participated in Hispanic Youth days by providing a combined information table for the MindBody Connection. Information about all CHTC services was provided to participants who stopped by the information tables. These events took place on September 28, 2007 and March 7, 2008.

The Testing Service supports a broad base of testing programs for the urban area that provide minority populations ready access to college entrance exams, language proficiency tests, CLEP exams, GED exams and a variety of other certification exams for employment. We also administer all of the UMKC exit exams for students and graduate admissions exams that help students of all ethnic backgrounds complete their academic requirements and seek admissions to advanced education opportunities.

Jim Wanser, Assistant Director of the Counseling and Testing Center, serves on several civic boards that serve minorities of color, including the area Hispanic population throughout Kansas City. The following board participation is pertinent:

- Adult Basic Education Board of the Kansas City School District, which addresses literacy needs, high school equivalency, ESL, and citizenship preparation, serves a broad range of educational needs for all members of the district. Many of the programs are centered on Westside neighborhoods and schools.
- Harmony, Inc. is the premier diversity training agent in the city Founded by Emmanuel Cleaver and merged with NCCJ, the organization works to combat racism, bigotry and bias through youth educational programs and training and consultation in the private sector. The primary focus is issues of color.
- Office of Citizens Complaint for the Kansas City Missouri Police Department provides the opportunity for citizens of Kansas City to have complains about the Police department reviewed for credibility and recourse. Minority of color, including Hispanic members of the community regularly use the oversight agency.

The **Center for Academic Development** has several programs that serve historically underrepresented students at UMKC. The Center has a long history of providing programs to serve a diverse student body both on campus and within the greater Kansas City community.

For example, Jumpstart Kansas City, a campus-based AmeriCorps program, pairs UMKC students with preschool children in Head Start and other low-income early learning programs to help these children develop the skills needed to be successful in school. Jumpstart focuses on three program areas: promoting school success for young children by building their early communication, literacy, and social skills; encouraging strong family involvement to help support children's learning; and training college students to be future teachers and leaders in the community.

Jumpstart college students served approximately 30 Hispanic/Latino children intensively through one-to-one mentoring relationships this year. In addition to working one-to-one with their partner children, the college students spent additional time each week assisting in regular preschool classrooms at the centers we serve. Jumpstart Kansas City serves five early learning centers in the area and two of these centers predominantly serve Hispanic/Latino children. Plaza de Niños (serving 60 children) reports in Fall 2007 that 90% of the children they served were Hispanic/Latino, and 36% of them spoke English as a second language (with Spanish being the other predominant language). Douglas Early Childhood Center (serving 300 children) indicates that in Fall 2007 that 65% of the children they served were Hispanic/Latino, and that 65% of them spoke English as a second language (with Spanish being the other predominant

language). CAD is also proud that Jumpstart recently doubled in size to become a “Super Site” at UMKC.

Additionally, the UMKC Coaching Program currently serves more than 30 Hispanic/Latino UMKC students. The goal of this program is to provide each student with the individual support and academic skills necessary to be successful at university, and throughout their careers by assisting them in becoming engaged with the university community and promoting life-long learning through critical thinking and social awareness. Coaching Program students are paired with a Peer Coach who works one-on-one with the student to set goals, refine study skills, and explore resources at UMKC and within our greater community.

The **Multicultural Student Affairs (MSA) Office** improves the quality of the minority student's college experience through meaningful activities, workshops and cultural celebrations. At the beginning of the academic year, the office hosts a series of activities that welcome students of color to the campus and introduces them to the staff and programs provided by the office. Welcome Week activities typically include an Adjusting to College workshop, a Progressive Dinner co-sponsored by the Association of Latin American Students (ALAS) and The African American Students Union (TAASU), and an MSA Open House. In collaboration with the Admissions Office and the AAHANA (African American Hispanic American Native American) recruitment committee, the office co-sponsors a reception for new Latino and African American students, “Enter the Blue, Go for the Gold”. At the reception, students are introduced to support services, upcoming programs, and networking opportunities.

During Hispanic Heritage Month, the Multicultural Student Affairs Office hosts a variety of activities and events that celebrate Latino culture. Recent Hispanic Heritage Month events have included an art exhibit featuring local Latino/a artists, Kids Day at the Culture House, Latin Food Friday, and a panel discussion on issues affecting the Latino community. The MSA office co-advises a number of minority student organizations on campus including the Association of Latin American Students (ALAS), the Hispanic Law Students Association (HLSA), and the Multicultural Student Council (MSC). This academic year, the Multicultural Student Affairs office played a key role in assisting a group of students to bring the first Latino fraternity, Lambda Theta Phi, to the UMKC campus.

In collaboration with the Admissions Office, the MSA office hosts 2 annual Hispanic Youth Day programs that are each attended by up to 400 school sophomores from area high schools. The purpose of the youth days is to introduce sophomores to higher education. The MSA Office wraps the academic year with the annual Multicultural Graduate Reception which celebrates the achievements of students of color as they graduate from UMKC.

The **Student Life Office** strives to empower all students to realize their potential as individuals and members of a community. The Student Life Office provides support to all student organizations, including the Association of Latin American Students (ALAS), Lambda Theta Phi (UMKC's first Latin fraternity and the first chapter in the state of Missouri), and the Afro/Latin Connection. The Student Life Office sponsors the Activity and Program Council (APC), which has student members from a variety of backgrounds and cultures who work to create programs that celebrate the diversity of our student body. APC co-sponsors with MSA the *Fesival de*

Culturas, a celebration of Hispanic culture with food, dancing, and music. This event was publicized to the campus as well as the local community. APC also presented a showing of “Crossing Arizona” and hosted the producer and director of the film on campus for a discussion regarding Immigration and its impact on the Hispanic community. The Student Life Office

sponsors a diversity week during February of each year, sponsoring events to help bring understanding across diverse communities. The week of programs ends on Sunday with Global Village, which celebrates cultures and customs from countries across Latin America, Europe, Africa, Asia, and other parts of the world.

In addition to its programs addressing all women on campus and many in the community, the **UMKC Women's Center** provides several programs to minority populations. The Young Women Leaders Program is a year-long mentoring program established in partnership with the Kansas City Middle School for the Arts to match seven college women with fourteen middle school girls to provide exposure to leadership opportunities and college planning. The Women's Center also coordinated a YWCA visit day for young middle school and high school women from primarily low-income and minority families to provide early college awareness as well as planning for their college career.

The **Residential Life Office** has begun to translate their website into Spanish, particularly those pages of most interest to parents and family members of incoming students. The office will also be adding an undergraduate student worker position who will focus on developing programming and activities around issues of diversity.

Diversity Access & Equity

- Each semester the Deputy Chancellor for Diversity, Access and Equity meets with tenure track assistant professors of color to make sure they are making progress towards tenure, identify any concerns or issues that need to be addressed and communicate UMKC's commitment to their success.
- The Deputy Chancellor for Diversity, Access and Equity meets with all tenure track faculty candidates who come to campus for interviews. The purpose of these meetings is to inform every candidate that UMKC values inclusion and believes that all faculty can play a role in enhancing campus diversity.
- The Cesar Chavez Lecture was introduced in March 2008 as an annual event honoring the legacy of a great American leader. Each spring, UMKC will provide a prominent Latina/o speaker to address current issues within the community. In addition, the planning committee hopes to expand the program each year with panel discussions and films.
- The Social Justice Reading and Lecture Program was launched in the Fall Semester 2007. All first-year students enrolled in Arts and Sciences 100, Business 100 and Education 100 read a book that addresses a key social justice issue. During the same semester, the author of the selected book gives a lecture for the campus and community. *Enrique's Journey*, which examines the complexities of immigration, was the inaugural book. Pulitzer Prize winning author Sonia Nazario lectured on campus in September 2007.
- To further engage the topic of immigration, the Division of Diversity, Access and Equity scheduled two films "Fear and Learning at Hoover Elementary" and "An Undocumented Documentary" and three panel discussions over the course of the 2007-2008 Academic Year. The first panel discussion focused on the Dream Act in October 2007. In January and February 2008, panel discussions followed the two films noted above.

- “From Dream to Nightmare: the Co-optation of Civil Rights Language by the Right,” a January 2008 panel discussion, focused on the ways in which anti-Affirmative Action language and politicians, make use of the same language and re-shape civil rights arguments in an effort to eliminate programs that benefit people of color and women.
- During the 2007-2008 Academic Year, the Division of Diversity, Access and Equity funded student and staff travel to the following conferences: Hispanic Association of Colleges and Universities (HACU), Movimiento Estudiantil Chicana/o de Aztlan (MeChA) and the National Conference on Race and Ethnicity in Higher Education (NCORE). During these meetings students gain knowledge, make contacts and develop the tools for empowerment on predominantly white college campuses.
- Partnering with Professor Juan Carlos Gonzalez, the Division of Diversity, Access and Equity worked with students to get a new student organization, MeChA, recognized at UMKC.
- The first annual Hispanic Scholarship Breakfast took place on August 21, 2008. Named for the late-Agapito Mendoza, former associate provost at UMKC, monies raised during this event are matched by UMKC for each Latina/o student recipient.