

Texas Tech

5. Units may develop and offer focused resources, programs, and initiatives not related to underserved/underutilized).

6. Employees in their individual (private) capacities may support, organize, and/or publicize events related to DEI initiatives and topics. Employees acting in their individual capacities should remember that their employer university has specific facilities use policies: university facilities, equipment, supplies, and services are to be used only for duly authorized university purposes and activities. Private events hosted by a university employee in their individual capacity should not be held in university facilities or using university funds. Employees acting in their individual capacities are reminded to use non-university-issued email addresses for both the sender and the recipient(s) when sending electronic messages about non-university private events/activities.

7. A university unit may choose to recognize a heritage month, provided the unit gives equal recognition to [all federally-designated heritage months](#). Options for recommended language follow:

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take these questions to their department chairs, school directors, area coordinators, or other university points of contact, all as applicable.

2. Research, scholarship, and creative work(s) are generally exempt from prohibitions described in SB 17. Faculty members are not asked to make changes to their research, scholarship, or creative work(s). Faculty members may continue to request university funds to support the on- and off-campus publication/distribution of their research, scholarship, and creative work(s). Faculty members may retain statements on university-hosted websites identifying their research and/or creative work(s) which may include DEI-related verbiage.
3. Faculty members may generally provide on-campus lectures, performances, and/or workshops which may include DEI-related content, provided such content is a bona fide component of the faculty member's research/creative work(s). As each university generally does for such programs and activities, university may support these events by, for example, providing a faculty member with a space for the event, promotion of the event, and a reception after the event. As discussed above, each university is prohibited frt

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