Division of Student Affairs
2009-2010 Annual Report
Office of Multicultural Affairs

Department Mission/Vision Statement

The Office of Multicultural Affairs provides comprehensive academic, personal, social, and cultural support and education to students, faculty, and staff at Bowling Green State University. The services and programs offered by Multicultural Affairs foster an environment of diversity and inclusion with the ultimate goal of retaining students and enhancing personal and intercultural growth. We assist the campus community with gaining a greater appreciation of the value of commonalities and differences, and provide them with the needed skills to thrive in a global society.

Executive Summary

In December 2009 the Office of Multicultural Affairs completed a self study in preparation for a program review. In February 2010 the external reviewers conducted a two-day visit to Bowling Green State University. After conducting a series of campus interviews, reviewing departmental documents, the external review team submitted recommendations. As a result of their program review and recommendations, the Office of Multicultural Affairs (OMA) is undergoing several changes that have begun in the 2009-2010 academic year. One external review recommendation is revisiting the mission statement of OMA. There is a meeting scheduled to do this in July 2010. Once this vision and mission statement is complete, the office will use this as the guide for a strategic plan that will be implemented in 2010-2011.

The services of the OMA focus on retention of diverse student populations, diversity education, and cultural programming. In the area of retention, the number of OMA staff teaching a section UNIV 1200 in spring 2010 was expanded by two more staff members. In addition, all full-time staff and graduate students began training or shadowing staff to gain the needed skills to teach at least one section of the course fall 2010. This small change will enable staff to have weekly contact and provide academic counseling in the class room for nearly 400 students. A special section of UNIV 1200 was created for Lesbian, Gay, Bisexual, and Transgender (LGBT) students and their allies. This course will to be taught before the Vision meetings. Another retention initiative is the Success Track for Upper-class students. This program had 227 students participate with a successful 96% retention rate from Fall 2009 to Spring 2010.

For diversity education efforts, the OMA reached record numbers of activities and participants with 13 National Coalition Building Institute (NCBI) workshops with 175 participants from the campus and local community. There were 12 NCBI Listening Tables for 2009 – 2010 with 276 participants. The Diversity Peer Educators lead 43 workshops for UNIV 1000 classes, the First Year Success Series program, and small group diversity workshops with 568 students participating. The NoH8 LGBT and ally campaign had 427 students, faculty and staff participate. The number of Safe Zone Trainers and Safe Zone workshops were expanded. In addition, a Target Grant was secured to help fund scholarships for Diversity Peer Educators and Safe Zone Trainers. The LGBT Resource Center also expanded the number of awards given at the Lavender
Graduation for LGBT students and their allies. At the Lavender Graduation for the second consecutive year, the Dr. Bettina Shuford Award for Diversity Leadership was awarded to 15 students and staff. Although, the space could not be kept due to the move of the Office of Multicultural Affairs from Conklin, the LGBT Resource Center space was expanded in Spring 2010 to create a better arrangement and access to resources for LGBT students and their allies.

For cultural programming efforts, OMA held Kwanzaa and Dinner Theatre with approximately 1,200 students, faculty, and staff participating in both events. The Black Issues and Latino Issues conferences and Dinner Theatre were partnered with efforts of the Office of Admissions to not only serve BGSU students but to also recruit prospective diverse student populations to BGSU. The Office of Multicultural Affairs also partnered with Bowling Green High School and Middle School to present a Black History Month program on the BG High School campus. These highlights and more will be expanded upon in the following report.

Contribution to Division of Student Affairs Action Items and University Strategies

Strategy #1: Create distinctive coherent undergraduate learning experiences that integrate curricular and co-curricular programs.

OMA Action Items:

1. Offer five to six sections of UNIV 1200: Learning-Behavior Assessments for the fall 2009 semester, and six sections during the spring 2010 semester and expand number of staff trained to teach this course;
2. Expand offerings and marketing of diversity education workshops and offerings such as the Diversity Peer Educators, National Coalition Building Institute, Safe Zone, conference, diversity dialogues and other programs; and,
3. Update student academic counseling systems for the Success Track and Freshman Development Program.

Accomplishments:
The Office of Multicultural Affairs contributed toward this strategy through Action Items 1A and IC. The OMA offered a total of 10 UNIV 1200 courses for 2009-2010. The number of staff trained to teach the course was expanded. Two sections of UNIV 1200 piloted integrating the best components of the Freshman Development Program, Success Track and diversity education. In addition, the academic online counseling system for the Success Track and Freshman Development program were updated and added additional support for students utilizing OMA academic support services.

The number of Diversity Peer Educator workshops expanded from 12 in 2008-2009 to 43 workshops in 2009-2010. The department coordinated and marketed a new silent protest program in response to Proposition 8 in California that generated 427 participants (faculty, staff, and students). The National Coalition Building Institute (NCBI) workshops grew from 5 workshops the previous year to 12 workshops and 12 NCBI Listening Tables. Safe Zone Training and other LGBT programs also experienced growth during this year. The Dinner Theatre Program attendance grew by 31%.
One way that the OMA fulfilled this strategy is by collaborating with VCT 1030, VCT 4800 and 3 VCT students throughout the fall and spring semesters to recreate an engaging OMA landing page with videos. These videos are being used at the 2010 Summer New Student Orientations to engage students in their academic success at BGSU, featuring the alumni video of Hector Hernandez, Target Human Resources Manager [http://www.bgsu.edu/offices/sa/oma/](http://www.bgsu.edu/offices/sa/oma/). This project gave VCT students the opportunity to apply what they were learning in the classroom to a practical issue and also provided them with the opportunity to work with diverse programs and diverse student populations.

**Strategy #2: Expand the student populations for BGSU enrollment and implement programs to recruit them and retain them to successful program completion.**

**Student Affairs Action Items:**

A. Increase opportunities for prospective students to attend BGSU programs by engaging more junior high and high schools  
B. Strengthen collaborative initiatives between the Office of Admissions and the Division of Student Affairs to increase our understanding of the unique needs and expectations of our changing student demographic (e.g., race, ethnicity, culture, gender, religion, sexual orientation, age, ability, status as a veteran) and to deliver a diverse array of educational experiences that prepare students for life-long success  
C. Continue to audit and evaluate the effectiveness of existing Division programs and services in responding to student needs and service expectations  
D. Evaluate and expand, as appropriate, collaborative efforts with nearby two-year institutions, including Owens Community College, Terra Community College, and Northwest State Community College to foster enrollment at BGSU and to help ensure a smooth transition to BGSU

**OMA Action Item:**

1. Collaborate with the Office of Admissions to assist with the recruitment of students of color through the use of Multicultural Affairs current programs, events, and potentially creating new or modifying existing programs to attract high school and transfer students.

**Accomplishments:**

In regards to Action Items 2A and 2B, the Office of Multicultural Affairs collaborated with the Bowling Green High School and Middle School to present a Black History Month Program on the BG High School campus. The Office of Multicultural Affairs collaborated with the Office of Admissions and prospective diverse high school sophomores, juniors and seniors were invited to attend Dinner Theatre, Black Issues Conference and Latino Issues Conference. The conferences offered educational experiences for those in attendance. The Dinner Theatre program offered an opportunity for the students to celebrate Black History Month with BGSU faculty, staff and students.
Strategy #4: Enhance institutional capabilities for research and creative achievements.

Student Affairs Action Items:
A. Create new co-op, internship, and other experiential learning assignments (e.g., undergraduate research, service learning) within the Division, which are tied to academic disciplines
B. Develop scholarships to foster institutional co-ops, internships, and other experiential learning opportunities
C. Enhance information technology utilization within the division to serve internal and external constituents more effectively and to improve operational efficiencies.
D. Encourage Division employees to publish their research, present at professional conferences, and serve on thesis and dissertation committees

OMA Action Item:
1. Create opportunities for students to gain practicum experience working with programs for diverse populations or with diverse students. (Not previously listed)

Accomplishments:
In regards to 3A and 3B, the Office of Multicultural Affairs collaborated with the faculty teaching COUN 6760 to provide graduate students enrolled in the course to have internship experiences working in the OMA. There were 8 students that completed internships in OMA for 2009-2010. The Office of Multicultural Affairs also partnered with Target and received a Target Grant that was used to provide scholarships for graduate and undergraduate students who participated in leading Safe Zone Training and Diversity Peer Educator workshops to become diversity leaders on campus. With assistance from the Falcon Parent and Family Association grant, 4 tutors were hired to work with OMA students enrolled in UNIV 1200 via the Learning-Behaviors Killer “Kourses” tutoring program.

Strategy #5: Realign individual and institutional incentives and resources to support institutional priorities.

Student Affairs Action Items:
A. Tie budget decisions to assessment results using program reviews, accreditation visits, learning outcomes measures, achieved efficiencies, best practices, and demonstrated impact on institutional mission, goals, strategies, and learning outcomes
B. Establish a campus-wide training module that educates all campus community members about the university’s mission, organization, functions, and priorities
C. Enhance Student Affairs facilities through effective planning, programming, cost analysis, renovation and construction, and maintenance
D. Leverage partnership with Chartwells to increase revenue and enhance the dining experience at BGSU

OMA Action Items:
1. Expand the use of learning outcomes in department; and,
2. Conduct a Self-Study and Program Review.
Accomplishment:
The Office of Multicultural Affairs successfully completed a Self-Study and Program Review with participation from a variety of constituent groups and two external reviewers. Position descriptions, learning outcomes for the department are being reviewed and program adjustments are being made based on feedback from external reviewers, subsequent mission revision and budgetary considerations. This fits under 5A.

Strategy #7: Increase institutional diversity and inclusion through communication of benefits.

Student Affairs Action Items:
A. Continue to integrate diversity into co-curricular programs by creating opportunities for students to interact with individual from other cultures, ethnicity, ability, ages, sexual orientation, etc.
B. Implement diversity education and social justice programs with a focus on increasing awareness, knowledge, and multicultural competence of all members of the campus community
C. Learn more about the curricular and co-curricular experiences of our diverse students at BGSU (e.g., focus groups, surveys, open forums, meetings with Division leaders) and develop strategies to foster meaningful staff interactions with these students (e.g., mentoring, advising student groups, attending Heritage celebrations

OMA Action Item:
1. Expand offerings and marketing of diversity education workshops and offerings such as the Diversity Peer Educators, National Coalition Building Institute, Safe Zone, conference, diversity dialogues and other programs.

Accomplishment:
Action items 7A, 7B, and &C were fulfilled for the Office of OMA and as noted for Strategy #1 (A / C), the number of Diversity Peer Educator workshops expanded from 12 in 2008-2009 to 43 workshops in 2009-2010. The department coordinated and marketed a new silent protest program in response to Proposition 8 in California and generated 427 participants. The National Coalition Building Institute (NCBI) workshops grew from 5 workshops the previous year to 13 workshops and 12 NCBI Listening Tables. Safe Zone Training and other LGBT programs also experienced growth during this year, such as a 167% increase in the number of participants for Rainbow Days. The Dinner Theatre Program attendance grew by 31%. In addition the Office of Multicultural Affairs provided opportunities for undergraduate and graduate students to have internships in the department to help students gain co-curricular experience working with diverse student populations and / or multicultural programs. Students were provided with internships from COUN 6760 and a Journalism and Public Relations undergraduate class.

In addition to these accomplishments, the Office of Multicultural Affairs partnered with the Office of Equity and Diversity to complete a Diversity Compendium. This was the first Compendium done at BGSU since 1996. It is also the first time this information was gathered using an online survey. Data is still being processed from this study.
## Program Participation and Usage Data

<table>
<thead>
<tr>
<th>Program/Facility</th>
<th>2009-2010 Count</th>
<th>2008-2009 Count</th>
<th>% Change (+/-)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coming Out Support Group</td>
<td>Average 5-15</td>
<td>Average 5-15</td>
<td>No Change</td>
</tr>
<tr>
<td>Big Gay Picnic</td>
<td>250</td>
<td>125</td>
<td>100%</td>
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<tr>
<td>Coming Out Week</td>
<td>400</td>
<td>200</td>
<td>100%</td>
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<tr>
<td>Gender Awareness Days</td>
<td>150</td>
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<td>No Change</td>
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<tr>
<td>Right to Marry Day</td>
<td>40</td>
<td>75</td>
<td>-57%</td>
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<tr>
<td>Rainbow Days</td>
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<td>150</td>
<td>167%</td>
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<tr>
<td>Lavender Graduation</td>
<td>75</td>
<td>50</td>
<td>50%</td>
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<tr>
<td>NoH8 Campaign</td>
<td>427</td>
<td>NA</td>
<td>NA</td>
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<tr>
<td>UNIV 1200</td>
<td>8 Sections</td>
<td>5 Sections</td>
<td>60% Sections</td>
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<tr>
<td></td>
<td>215 Participants</td>
<td>109 Participants</td>
<td>97% Participants</td>
</tr>
<tr>
<td>NCBI Listening Tables</td>
<td>12 Listening Tables</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td></td>
<td>276 Participants</td>
<td></td>
<td></td>
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<tr>
<td>NCBI Workshops</td>
<td>13 Workshops</td>
<td>5 Workshops</td>
<td>160%</td>
</tr>
<tr>
<td></td>
<td>175 Participants</td>
<td>63 Participants</td>
<td>178%</td>
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<tr>
<td>Diversity Peer Educator Workshops</td>
<td>42 Events</td>
<td>9 Events</td>
<td>367%</td>
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<tr>
<td></td>
<td>568 Participants</td>
<td>43 Participants</td>
<td>1,221%</td>
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<td>Latino Issues Conference</td>
<td>250</td>
<td>240</td>
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<td>Black Issues Conference</td>
<td>107</td>
<td>258</td>
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<td>Dinner Theatre</td>
<td>980</td>
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<tr>
<td>Kwanzaa</td>
<td>300</td>
<td>275</td>
<td>9%</td>
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<tr>
<td>Breakfast of Champions</td>
<td>230</td>
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<td>-8%</td>
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<tr>
<td>Evening of Champions</td>
<td>140</td>
<td>180</td>
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<td>Welcome Back Cookout</td>
<td>85</td>
<td>110</td>
<td>-23%</td>
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<td>Success Track</td>
<td>227 Participants</td>
<td>204 Participants</td>
<td>+11% Participants</td>
</tr>
<tr>
<td></td>
<td>728 Meetings / Referrals</td>
<td>1,036 Meetings / Referrals</td>
<td>-30%* Meetings/Referrals *Decrease due to the loss of one Graduate Assistant position</td>
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## Major Staff Achievements

**Emily Monago, Ph.D.**

- Moderated the Online Diversity Session for the State of the State Conference in Toledo, Ohio (March, 2010)
- Co-Lead the NCBI Workshop with 60 Lorain County Community College student leaders and received certificate of recognition (September, 2009)
- Inducted into Omicron Delta Kappa, Inc. Leadership Honor Society (December, 2009)
- Wrote and received a $5,000 Target Grant that was used to award Diversity Peer Educator and Safe Zone Trainer scholarships
Manuel Pomales, Jr., Ph.D.

- Made four conference presentations:
  - Presented a UNIV 1200: Learning-Behavior Assessments poster session at the Fourth Annual BGSU Teaching and Learning Fair (February, 2010)
  - Presented UNIV 1200: Learning-Behavior Assessments course at Sinclair Community College sponsored by the Southwestern Ohio Council of Higher Education (SOCHE) (March, 2010)
  - Presented a Training Conference at Bowling Green State University entitled, UNIV 1200: Learning-Behavior Assessments, for an audience of twenty participants (April, 2010)
  - UNIV 1200: Learning-Behavior Assessments course presentation at Sinclair Community College sponsored by the Sinclair Community College Teaching and Learning Center (April, 2010)
- Developed an instrument entitled, *College Student Intra-Pathways Scale (CSI-PS)*. The instrument will have a 2010 copyright this year. In addition, the instrument has been used in the UNIV 1200: Learning-Behavior class, and shared at two conferences
- Completed the National Coalition Building Institute Full-Day Welcoming Diversity: Prejudice Reduction Workshop
-Received a $2,000 grant from the Falcon Parents and Family Association that was used to support the Learning-Behaviors and Killer Kourses (LBKK) program.

Sheila Brown

- Implemented a new community outreach initiative with Bowling Green High School and Bowling Green Middle School: Annual Black History Month Program
- Implemented a new collaboration with the Office of First Year Programs: Welcome Week Talent Showcase
- Received recognition for service at the Phenomenal Woman Awards

Joy Hartwell-Lein

- Served on the LGBT Task Force in 2009-2010
- Served on the NCBI leadership team
- Received the Safe Zone Facilitator award at Lavender Graduation
Juan Enriquez

• Co-Lead the NCBI Workshop with 60 Lorain County Community College student leaders and received certificate of recognition (September, 2009)
• Obtained a $25,000 scholarship for the university’s new Student Veteran initiative to obtain funds and establish services/programs designed to recruit & retain students (details being finalized)
• Presented at the Native American Unity Council’s annual speaker forum on Native American participation in U.S. History (November, 2009)

Janice Twork

• Graduated from the Bowling Green Leadership Institute in May 2010
• Received a $1,000 Student Success Award from the Falcon Parents and Family Association for the all-day, Diversity Kick Off and video event scheduled for early fall 2010

Yolanda Flores

• Served as a member of the President’s Search Committee for 2010-11
• BGSU Rep for the Diamante Planning Committee 2010
• Completed the National Coalition Building Institute Full-Day Welcoming Diversity: Prejudice Reduction Workshop

Proposed 2010-2011 Priorities/Action Items

Provide a list of five proposed departmental priorities/action items for 2010-2011

Strategy One: Create a distinctive coherent undergraduate learning experience that integrates curricular and co-curricular programs.
   1. Provide first year students with a co-curricular experience in the Partners in Excellence Program that can be linked with or partnered with an academic program.
   2. Establish a Multicultural Student Advisory Board that will enable diverse student populations to integrate their classroom experiences with the co-curricular work of the Office of Multicultural Affairs
   3. Incorporate the use of the e-portfolio into one Office Multicultural Affairs program.

Strategy Two: Expand the student populations for BGSU enrollment and implement programs to recruit them and retain them to successful program completion.
   1. Continue to partner with Bowling Green High School and Bowling Green Middle School for diversity and cultural awareness programs, while adding the new component of partnering with the Office of Admissions to showcase Bowling Green State University academic programs.
   2. Add enhancement to UNIV 1200 that will include integrating more psychosocial, cultural and transitional support for diverse student populations.