Department Mission/Vision Statement

The Office of Multicultural Affairs’ mission is to promote and facilitate a welcoming, socially just and inclusive campus community by supporting the retention of diverse student populations, providing diversity education and multicultural programs for students, faculty, staff and the surrounding community.

2011-12 Executive Summary

Limit to 150 words or less

Despite challenges such as reduced staff and losing the partnership with Residence Life for the Diversity Peer Educator program, there were many successes. For instance, Diversity Peer Educator workshop participation dropped 77% due to restructuring of the program. However, participation in National Coalition Building Institute (NCBI) and Safe Zone Workshops increased. NCBI affiliate members increased from 15 to 50 members, an increase of 233% and there was a 380% increase in the number of faculty, staff, and students participating in NCBI workshops. Safe Zone workshops facilitated during the academic year reached a record high of 300 participants. Multicultural Affairs partnered with International Programs and experienced an increase of 300% in the number of students from both departments participating in the joint U.S. cultural field trip. Although there were some challenges, there were much more successes as outlined in the following report.

Key Highlights

Provide a bulleted list of 5-7 key highlights from the year.

- Fall 2011 50 faculty and staff participated in a three-day train the trainer National Coalition Building Institute workshop. In addition, there were more than 1,180 faculty, staff, and students participating in National Coalition Building (NCBI) Workshops, courses, and workshops integrating NCBI principles, such as the UNIV 1510: Multicultural Development Program Course, as well as the Family and Consumer Sciences class, FCS 4700.
- Spring 2012 the office offered faculty- and staff-only NCBI workshops including NCBI workshops for second/third shift BGSU staff, BGSU Firelands Campus faculty and staff, and a special NCBI workshop for law enforcement staff. In collaboration with BG Campus Police, this special law enforcement workshop was expanded to include Bowling Green City Police, the City of Toledo, Wood County law enforcement as well as other areas in Northwest Ohio.
- During the academic year 300 faculty, staff, and students participated in Safe Zone workshops designed to build allies and support for lesbian, gay, bisexual, and transgender
members of BGSU campus community. Survey data indicates that 90% percent of Safe Zone participants identify their sexual orientation as “straight.” This shows that the program is reaching its projected population of straight allies.

- Multicultural Affairs initiated a new Black Girls Rock BG Program. The Black Girls Rock BG initiative was designed to build community and health relationships among African American female undergraduates at BGSU. Two programs were held on Nov. 10, 2011 and on March 30, 2012. More than 350 African American Female students participating over two semesters. The Falcon Parent and Family Association provided a $1,200.00 grant to continue the efforts of the program for 2012-2013.

- The department implemented the Project Mosaic Conference on March 28, 2012 in co-sponsorship with the Arts Village, who provided the S.T.I.T.C.H.E.D. program. This program highlighted diversity and inclusion initiatives and also included participation by community members such as the Black Swamp Inter-Tribal Council and numerous multicultural student organizations.

- In spring 2012 the LGBT Resource Center received additional monies through the Falcon Parent Association to initiate a leadership curriculum for student leaders who identify as sexual minorities.

- The office of Multicultural Affairs piloted a new course, UNIV 1510: Multicultural Development Program. This course integrated academic success strategies and NCBI principles with the focus on providing retention support for diverse student populations.

Program Participation and Usage Data/Key Performance Indicators
<table>
<thead>
<tr>
<th>Program/Facility</th>
<th>2011-12 Count</th>
<th>2010-11 Count</th>
<th>% Change (+/-)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NCBI Workshops</td>
<td>31 Workshops 1180 Participants</td>
<td>19 Workshops 246 Participants</td>
<td>+63% +380%</td>
</tr>
<tr>
<td>Diversity Peer Educator Workshops</td>
<td>11 Events 154 Participants</td>
<td>49 Events 664 participants</td>
<td>-77% -77%</td>
</tr>
<tr>
<td>UNIV 1510</td>
<td>6 Sections 106 Students</td>
<td>New</td>
<td>N/A</td>
</tr>
<tr>
<td>UNIV 1200</td>
<td>20 Sections 425 Students</td>
<td>22 Sections 506 Students</td>
<td>-9%Sections -16%</td>
</tr>
<tr>
<td>OMA Website Views</td>
<td>32,404 Page views</td>
<td>New</td>
<td>N/A</td>
</tr>
<tr>
<td>Success Toolbox Usage</td>
<td>17,985 Hits</td>
<td>New</td>
<td>N/A</td>
</tr>
<tr>
<td>Breakfast of Champions</td>
<td>210 Participants</td>
<td>140 Participants</td>
<td>+50%</td>
</tr>
<tr>
<td>Evening of Champions</td>
<td>140 Participants</td>
<td>152 Participants</td>
<td>-8%</td>
</tr>
<tr>
<td>Black Issues Conference</td>
<td>235 Participants</td>
<td>130 Participants</td>
<td>+81%</td>
</tr>
<tr>
<td>Latino Issues Conference</td>
<td>275</td>
<td>210</td>
<td>+31%</td>
</tr>
<tr>
<td>Project Mosaic Conference/Dialogues</td>
<td>175 Participants</td>
<td>429 Participants</td>
<td>-59%</td>
</tr>
<tr>
<td>Welcome Back Cookout for Multicultural Affairs students</td>
<td>No Cookout for 2011-12 600 Participants</td>
<td>New</td>
<td>N/A</td>
</tr>
<tr>
<td>Yard Show</td>
<td>600 Participants</td>
<td>530 Participants</td>
<td>+13%</td>
</tr>
<tr>
<td>BiG Stars Talent Show</td>
<td>275 Participants</td>
<td>325 Participants</td>
<td>-15%</td>
</tr>
<tr>
<td>Kwanzaa</td>
<td>375 Participants</td>
<td>500 Participants</td>
<td>-25%</td>
</tr>
<tr>
<td>BG High School/Middle School Black History Month</td>
<td>1,500 Participants</td>
<td>1,475 Participants</td>
<td>+2%</td>
</tr>
<tr>
<td>Black Girls Rock</td>
<td>305 Participants</td>
<td>New Program</td>
<td>N/A</td>
</tr>
<tr>
<td>Big Gay Picnic</td>
<td>255 Participants</td>
<td>250 Participants</td>
<td>+2%</td>
</tr>
<tr>
<td>Coming Out Week</td>
<td>400 Participants</td>
<td>400 Participants</td>
<td>0%</td>
</tr>
<tr>
<td>Gender Awareness Days</td>
<td>70 Participants</td>
<td>50 Participants</td>
<td>+40%</td>
</tr>
<tr>
<td>Right to Marry Day</td>
<td>68 Participants</td>
<td>55 Participants</td>
<td>+24%</td>
</tr>
<tr>
<td>Rainbow Days</td>
<td>700 Participants</td>
<td>425 Participants</td>
<td>+65%</td>
</tr>
<tr>
<td>Lavender Graduation</td>
<td>50 Participants</td>
<td>75 Participants</td>
<td>-33%</td>
</tr>
<tr>
<td>Coming Out Support Group</td>
<td>60 Participants</td>
<td>5-15 Participants</td>
<td>+140%</td>
</tr>
<tr>
<td>Safe Zone Workshops</td>
<td>27 Workshops 300 Participants</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>OMA/International Students U.S. Sports/Culture Field Trip</td>
<td>80 Participants</td>
<td>20 Participants</td>
<td>300%</td>
</tr>
</tbody>
</table>

Insert information regarding program counts, facility usage statistics, office visits, etc. Refer to the Campus Labs Key Performance Indicators for this section where applicable.
Retention Initiatives/Cohort Tracking Information

List any retention efforts your area has been involved with over the past year. Also provide any cohort tracking information.

The Office of Multicultural Affairs offered two retention courses during 2011 – 2012. The retention rates are as follows:

**UNIV 1200: Learning-Behaviors Assessment**
- 371 students out of 425 who were registered in the UNIV 1200 class in Fall 2011 registered in Spring 2012 semester.
- **87.29% Retention Rate Fall 2011 to Spring 2012**
- 292 students out of 425 who were registered in the UNIV 1200 class in Fall 2011 registered in Fall 2012 semester.
- **68.70% Retention Rate Fall 2011 to Spring 2012**

**UNIV 1510: Multicultural Development Program**
- 69 students out of 91 who were registered in UNIV 1510 class in Fall 2011 registered in the Spring 2012 semester.
- **75.82% Retention Rate Spring 2011 to Fall 2012**
- 81 students out of 113 who were registered for the UNIV 1200 class in Spring 2012 are registered for Fall 2012 semester.
- **71.68% Retention Rate Spring 2012 to Fall 2012**
- 15 students out of 17 students who were registered for the UNIV 1510 class (only 1 class offered) in the Spring 2012 semester were registered for Fall 2012.
- **83.33% Retention Rate Spring 2012 to Fall 2012**

**Collaboration and Partnerships within Student Affairs**
- Collaborated within the Division of Student Affairs and numerous other departments in the Division for:
  - The Latino Issues Conference
  - Black Issues Conference
  - Project Mosaic Conference
  - NCBI workshops, including the Firelands Campus
  - Various LGBT Resource Center Programs and Events
  - The BiG Stars Welcome Week Talent Show
  - Black Girls Rock BG!
  - U.S. Culture Field Trip
Collaborations and Partnerships with other BGSU Areas and the Community

Many of the collaborations and partnerships listed below also included partnerships with different departments within the Division.

- Partnered with International Programs, Cleveland Cavaliers U.S. Culture Field Trip.
- Collaborated with Family and Consumer Sciences, Department of Communication, Ethnic Studies, Admissions Office, Latino Student Union, Bowling Green City Schools, Toledo Public Schools, and other areas for the Latino Issue Conference.
- Collaborated with the Admissions Office, Black Student Union, Bowling Green Public Schools, and others for the Black Issues Conference.
- Partnered and collaborated with numerous diverse student organizations and departments for the Project Mosaic Conference such as, the Black Swamp Intertribal Council, Asian Communities United, Black Student Union, India Association, National Council for Negro Women, the Inclusion Network, the Arts Village, HUE, Office of Service-Learning, The Creativity Studio for Young Children, Active Christians Today, African Peoples Association and more student groups, departments, and community organizations.
- Partnered with various colleges, universities and businesses in NW Ohio for the Diamante Awards and Program.
- Partnered with the Office of the Provost and the Office of the Vice President for the NCBI Train the Trainer workshops in October 2011.
- Collaborated with Campus Police and law enforcement in Northeast Ohio to have the first combined special NCBI workshop for Law Enforcement staff in May 2012.
- Follow up meetings and e-mail communications during 2011-12 with Bowling Green City Chief of Police and BGSU campus police regarding establishing community building relationships with diverse student populations.
- Safe Zone Team partnered with Jerome Library staff; this was the largest workshop of the academic year, training a total of 48 library staffers.
- Safe Zone Team partnered with the School of Music, training all faculty and office staff.
- Safe Zone Team partnered with Office of Service Learning training all undergraduate and graduate student workers.
- Big Gay Picnic: celebration and resource fair for LGBTA identifying students, resources available at event included BGSU’s Counseling Center, student orgs Vision, HUE, Women Who Love Women, and Social Fraternity Delta Lambda Phi.
- The series: Gender Awareness Days featured two programs that were collaborations with the Department of Ethnic Studies, programs included, Occupy Gender, and Native American Two Spirit Communities.
- The Midwest Bisexual Lesbian Gay Transgender Ally College Conference happened in spring 2012. Conference attendance was made possible through collaboration between the LGBT Resource Center and the student organizations Vision and HUE. Conference coordinators announced that BGSU had one of the largest student delegations with a total of 26 students in attendance.
Developed “Know Your Community Resources” reading list. This library collection is exclusively comprised of scholarship from BGSU faculty and staff who do work in queer or gay & lesbian studies.

Partnered with counseling center and Department of Psychology for colloquium meeting on how to best serve LGBT Students, presented as part of the Department of Psychology’s professional development series for PhD students.

Partnered with Women’s Center during Women’s History Month: “Out on the Campaign Trail” and “New Forms of Student Activism” were two signature programs that looked at the intersection of politics, journalism, and student activism.

Partnered with the Graduate College and the Theatre Department’s Humanities Troupe to facilitate diversity education workshops with 600 new graduate students.

Co-Sponsored events for numerous multicultural student organizations.

Partnered with African American student organizations for the Black Men Stand Up program.

**Awards and Recognitions (Departmental and/or Staff)**

Emily Monago, Director

- Presented at NASPA Multicultural Institute, Atlanta, GA, December 7-10, 2011 a 75 minute session titled, “Teaching a Diversity and Inclusion Skill Building Course for First Year Students.”
- Presented the Closing Keynote address at the AAUW, Findlay, OH, April 14-15, 2012 titled, “Celebrating the Contributions of Diverse Women.”
- Recognized by the National Council for Negro Women for outstanding leadership as an advisor, spring 2012

Tobias Spears, Assistant Director for LGBT Programs

- Received Student Affairs funding to attend New Professional’s Conference as part of NASPA IV’s regional meeting.
- Recognized by the student organization, HUE, as a *Vision of Legacy Honoree* for leaderships within the LGBT community.
- Presented the one of the featured speeches during the Black Graduation program spring 2012.

Joy Hartwell-Lein, Assistant Director

- Co-presented at the State of the State Diversity Conference, Rhodes State College, Lima, Ohio, March 22, 2012 regarding retention of diverse student populations.

Janice Twork, Coordinator

- Wrote an article for *The Call and Post*, Ohio’s Top African American newspaper, June 2012 issue of the “Salute to Education” tabloid, featuring former-Diversity Peer Educator and BGSU 2012 alumnae, Ashley Merriweather.

John Killings, Graduate Coordinator

- Co-presented at the State of the State Diversity Conference, Rhodes State College, Lima, Ohio, March 22, 2012 regarding recruitment of diverse student populations.
Proposed 2012-2013 Priorities
List 3-5 general/broad priorities for the new year.

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

1. Provide students enrolled in Office of Multicultural Affairs retention course with enhanced integrated curricular and co-curricular experiences. This initiative was piloted with a new course, UNIV 1510: Multicultural Development Programs. The goal for 2012-2013 is to expand and enhance this area and also integrate BGSU Core Values and Community Responsibility.

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

1. Increase campus diversity, inclusion and social justice efforts by partnering with Human Resources to provide opportunities for new faculty and staff to participate in NCBI workshops as part of their overall orientation to BGSU.
2. Provide opportunities for more BGSU students, faculty, staff, and community members to become involved diversity and inclusion efforts through participation in the Latino Issues Conference, Black Issues Conference, State of the State Ohio Diversity Conference, and Safe Zone Workshops.
3. Expand outreach, liaison relationships and collaborations with diverse student organizations.
4. Develop more partnerships to support diverse student recruitment and retention on campus and in the community through programs such as the Coming Out Support Group, Multicultural Affairs and International Programs partnerships, and the relationships with diverse student populations at Bowling Green City Schools.