Department Mission Statement

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.

2013-14 Executive Summary

Limit to 150 words or less.

Abbreviations:
Office of Multicultural Affairs (OMA); Lesbian, Gay, Bisexual, Trans* Resource Center (LGBT-RC); Ethnic Student Center (ESC); Midwest Bisexual Lesbian Gay Trans* Ally College Conference (MBLGTACC)

Executive Summary:
Highlighted LGBT-RC initiatives: (1) Creating “What Next?” support group to engage and retain LGBT students leaving the BGSU community during the summer; (2) Providing leadership for 42 BGSU students attending the MBLGTACC, breaking a record for the event; (3) Launching the first LGBT Faculty, Staff, and Community social in collaboration with the Wood County Public Library. A new initiative for the ESC: Partnering with departments and Asian student organizations for a full week of Asian American Heritage Month programs.

We continued great initiatives such as the full implementation of the Falcon Watch retention program; the partnership with the College of Education for a grant bringing 17 teachers from 17 different countries to BGSU; the leadership for the 18th Annual State of the State Diversity Conference for 285 conferees from industry, nonprofit, higher education, government, etc. We also celebrated the 15th Annual Black Issues Conference and 20th Annual Latino Issues Conference.

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

1. Collaborated with the Department of Education for the second annual implementation of the International Democratic Education Institute for Teaching Excellence and Achievement (IREX/TEA) program. This program brings Federal grant dollars to BGSU and international educators for all over the world. This year 17 educators from 17 different counties participated in the program. The Office of Multicultural provides leadership for the intercultural and cross-cultural communication development material as well as some cultural exchanges.
2. Coordinated the 20th Annual Latino Issues Conference with a keynote address by Inaugural Poet, Richard Blanco with support from the School of Critical and Cultural Studies and the English Department. Also added to the event was an alumni reception and the first cultural festival.

3. Coordinated the 18th Annual State of the State Diversity Conference in collaboration with various BGSU departments, other colleges and universities, government and nonprofit organizations, industries, and businesses throughout the state of Ohio. The event featured a keynote address from Matt Roloff from the TLC hit television show ‘Little People, Big World.’

4. Coordinated the Black Issues Conference 15th Anniversary featuring Keynote addresses from Nina Turner, Ohio State Senator 25th District, Ohio Senate Minority Whip and Paul James, Director of Diversity, Equity and Inclusion, Duke University Office for Institutional Equity. The event added a preconference mixer sponsored by the Career Center.

5. Implemented the first full week of Asian Heritage Month programs in April 2014 in collaboration with the Department of Asian Studies and the Department of Ethnic Studies.

6. Provided leadership for addressing the issue of a preferred name policy to support LGBT students. This was done in collaboration with the BG1-Card Office, Office of the Dean of Students, Registration and Records, Human Resources, Student Employment, and Department of Public Safety. If the outcome is as the OMA desires, the successful establishment of this policy will be the first at BGSU.

7. Received CEU credit rating for National Coalition Building Institute Workshops.

**Program Participation and Usage Data/Key Performance Indicators**

Insert information regarding program attendance counts, facility usage statistics, office visits, etc. Refer to the Campus Labs Key Performance Indicators for this section.
<table>
<thead>
<tr>
<th>Program/Facility</th>
<th>2013-2014 Count</th>
<th>2012-2013 Count</th>
<th>% Change (+/-)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NCBI Workshops</td>
<td>18 Workshops 751 Participants</td>
<td>25 Workshops 852 Participants</td>
<td>-28% Workshops -12% Participants</td>
</tr>
<tr>
<td>Diversity Peer Educator Workshops</td>
<td>24 Workshops 749 Participants</td>
<td>17 Events 163 Participants</td>
<td>+41% Events +360% Participants</td>
</tr>
<tr>
<td>Diversity Education in the Classroom</td>
<td>5 classes 227 Participants</td>
<td>3 Classes 400 Participants</td>
<td>+67% Classes -43% Participants</td>
</tr>
<tr>
<td>UNIV 1510</td>
<td>5 Sections 94 Students</td>
<td>10 Sections 156 Students</td>
<td>-50% Classes -40% Students</td>
</tr>
<tr>
<td>UNIV 4100</td>
<td>Fall 2013: 7 Students Enrolled</td>
<td>Fall 2012: Not Offered</td>
<td>Fall: N/A</td>
</tr>
<tr>
<td>OMA Website Views</td>
<td>36,298 Page Views</td>
<td>31,035 Page Views</td>
<td>+17% Page Views</td>
</tr>
<tr>
<td>State of the State Conference Website Views</td>
<td>8,690 Page Views</td>
<td>7752 Page Views</td>
<td>+12% Page Views</td>
</tr>
<tr>
<td>Success Toolbox Usage</td>
<td>N/A</td>
<td>N/A</td>
<td>Recreating due to accidental deletion by ITS for Fall 2014</td>
</tr>
<tr>
<td>Breakfast of Champions</td>
<td>375 Participants</td>
<td>100 Participants</td>
<td>+275% Participants</td>
</tr>
<tr>
<td>Evening of Champions</td>
<td>250 Participants</td>
<td>220 Participants</td>
<td>+14% Participants</td>
</tr>
<tr>
<td>Black Issues Conference</td>
<td>275 Conferees</td>
<td>230 Conferees</td>
<td>+20% Conferees</td>
</tr>
<tr>
<td>Latino Issues Conference</td>
<td>275 Conferees</td>
<td>300 Conferees</td>
<td>-25% Conferees</td>
</tr>
<tr>
<td>Mosaic Series</td>
<td>209 Participants</td>
<td>200 Participants</td>
<td>+5% Participants</td>
</tr>
<tr>
<td>Asian American Heritage Week</td>
<td>185 Attendees</td>
<td>N/A Attendees</td>
<td>N/A</td>
</tr>
<tr>
<td>State of the State Diversity Conference at BGSU</td>
<td>285 Conferees</td>
<td>300 Conferees</td>
<td>-5% Conferees</td>
</tr>
<tr>
<td>From Gay to Ze</td>
<td>70 Participants</td>
<td>80 Participants</td>
<td>-10% Conferees</td>
</tr>
<tr>
<td>Welcome Week Talent Showcase. (Formerly called the BiG Stars Talent Show)</td>
<td>800 Participants</td>
<td>500 Participants</td>
<td>+60% Participants</td>
</tr>
<tr>
<td>Kwanzaa</td>
<td>225 Participants</td>
<td>200 Participants</td>
<td>+13% Participants</td>
</tr>
<tr>
<td>BG High School/Middle School Black History Month</td>
<td>1350 Participants</td>
<td>1,200 Participants</td>
<td>+13% Participants</td>
</tr>
<tr>
<td>Big Gay Picnic</td>
<td>450 Participants</td>
<td>425 Participants</td>
<td>+6% Participants</td>
</tr>
<tr>
<td>Coming Out Week</td>
<td>600 Participants</td>
<td>500 Participants</td>
<td>+20% Participants</td>
</tr>
<tr>
<td>Gender Awareness Days</td>
<td>4 Programs 175 Participants</td>
<td>3 Programs 70 Participants</td>
<td>+33% Programs +150% Participants</td>
</tr>
<tr>
<td>Right to Marry Day</td>
<td>Cancelled</td>
<td>37 Participants</td>
<td>Program is discontinued to focus on other LGBT initiatives and for cost savings.</td>
</tr>
<tr>
<td>Rainbow Days</td>
<td>400 Participants</td>
<td>220 Participants</td>
<td>+82% Participants</td>
</tr>
</tbody>
</table>
Retention Initiatives
List any program or service your area provided where the primary purpose was student retention.

1. Implemented the LGBT Resource Center retention initiatives: INTERSECTIONS and ‘What Next?’
   a. INTERSECTIONS is a joint program between the Counseling Center and the LGBT Resource Center. The group provides support for LGBT/ally students and a space for students to interact and meet others who identify similarly.
   b. What Next? was implemented for the first time at the end of spring 2014 semester. This program is designed to keep students connected to the BGSU LGBTQ peer network and support system during the summer break. This retention initiative provides participants with a peer Summer Assistance Pal (SAP) to encourage students to return to BGSU in the fall.

2. Implemented the Falcon Watch program and development of the administrative process for using SuccessNet, the Falcon Watch portfolio, and the assignment of staff and graduate student Falcon Watch mentors.

3. Expanded research into the academic standing data and looking at trends affecting underrepresented students retention and graduation.

4. Established and provided leadership for the BGSU Diverse Student Support Collaborative to connect various departments on campus to discuss and implement strategies to better retain and graduate undergraduate and graduate diverse student populations.

5. Continued the UNIV 1510: Multicultural Development Seminar, a retention course for diverse students that focuses on enrolling primarily freshmen.

6. Continued to support and advise numerous diverse student organizations to promote the social integration, engagement, persistence, and retention of diverse student populations at BGSU.

<table>
<thead>
<tr>
<th>Retention Initiatives</th>
<th>25 Graduates</th>
<th>17 Graduates</th>
<th>+47% Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>100 Participants</td>
<td>55 Participants</td>
<td>+82% Participants</td>
</tr>
<tr>
<td>NCBI Workshops</td>
<td>18 Workshops</td>
<td>25 Workshops</td>
<td>-28% Workshops</td>
</tr>
<tr>
<td></td>
<td>751 Participants</td>
<td>852 Participants</td>
<td>-12% Participants</td>
</tr>
<tr>
<td>Coming Out Support Group</td>
<td>85 Participants</td>
<td>75 Participants</td>
<td>+13% Participants</td>
</tr>
<tr>
<td>Safe Zone Workshops</td>
<td>25 Workshops</td>
<td>25 Workshops</td>
<td>0% Workshop</td>
</tr>
<tr>
<td></td>
<td>300 Participants</td>
<td>330 Participants</td>
<td>+6% Participants</td>
</tr>
<tr>
<td>What Next?</td>
<td>17 Participants</td>
<td>N/A</td>
<td>Newly established Spring 2014</td>
</tr>
<tr>
<td>OMA/International Students U.S. Sports/Culture Field Trip</td>
<td>Did not take place in 2013-2014</td>
<td>25 Participants</td>
<td>Discontinued for cost savings.</td>
</tr>
</tbody>
</table>
Collaboration and Partnerships within Student Affairs

Provide 3-5 bulleted exemplary collaborations.

1. Collaborated with the Center for Leadership to jointly develop and implement the Division of Student Affairs 2013-2014 award-winning IStand advocacy training.
2. Partnered with Residence Life, Fraternity and Sorority Life, and the Counseling Center for diversity workshops.
3. Partnered with the Counseling Center, Recreation and Wellness, and the Office of the Dean of Students for a Strategic Prevention Framework Grant to support combating alcohol and drug abuse among students.
4. Collaborated with the Office of TRIO Programs and the Office of Residence Life’s SMART Program to present Summer Orientation and Registration sessions for diverse student populations.
5. Partnered with the Office of First Year Experience Programs for the Welcome Week Talent Showcase.

Collaborations and Partnerships with other BGSU Areas and the Community

Provide 3-5 bulleted exemplary collaborations.

1. Partnered/facilitated/led/supported collaborations and partnerships with the Bowling Green Human Relations Commission, BGSU departments, BGSU students, community groups, etc. to support initiatives such as Not In Our Town, Call To Action, and various initiatives to encourage diversity, equity, inclusion, and social justice on campus, in the City of Bowling Green, and NW Ohio.
2. Co-sponsored Generation Justice Social Justice Conference for high school students grades 9-12 in May 2014. More than 100 NW Ohio high school and BGSU students attended the event. This program was coordinated by the School of Cultural and Critical Studies and the Women’s, Gender, and Sexuality Studies Program.
3. Collaborated with the World Affairs Council of Northwest Ohio to coordinate BGSU international students participating in a welcome picnic at Maumee State Park, Maumee, Ohio and also partnered with the College of Education (MACIE Program), NW Ohio High Schools for the Federal IREX/TEA grant that brought 17 teachers from 17 different counties to BGSU.
4. Conferences: Partnered and collaborated with state, federal, local government, nonprofit, business, industry, colleges/universities, and a variety of organizations to implement the 18th Annual State of the State Conference, one of Ohio’s oldest and premier diversity conferences. Collaborated/partnered with the Career Center and Black student organizations to implement the Black Issues Conference 15th Anniversary featuring Keynote addresses from Nina Turner, Ohio State Senator 25th District, Ohio Senate Minority Whip and Paul James, Director of Diversity, Equity and Inclusion, Duke University Office for Institutional Equity. The office also collaborated/partnered with Latino student organizations, the School of Cultural and Critical Studies, and Department of English to bring Richard Blanco, President Obama’s Second Inauguration Poet, to speak at the 20th Annual Latino Issues Conference.
5. Collaborated with the Offices of Resident Life, Campus Activities, and the Departments of Asian Studies and Ethnic Studies for the Mosaic Series, Diversity Dialogues and Asian American Heritage Week Celebrations.
Awards and Recognitions (Departmental and/or Staff)

Provide up to 7-10 bulleted listings of presentations, awards, honors, publications, or other recognition of staff members and/or your unit.

First, the entire Office of Multicultural Affairs was recognized by at the NAACP image awards for 2013-2014. Second, in collaboration with the Center for Leadership OMA received a certificate of recognition for an outstanding collaborative effort in 2013-2014 by the Division of Student Affairs. The recognition was awarded for developing and implementing the new and well-received IStand Bystander Advocacy Training.

Other noteworthy recognitions for the department are as follows:

Emily Monago, Director

3. Elected unopposed for Chair-Elect for Administrative Staff Council (ASC) for 2013-2014 and serving Chair for ASC 2014-2015.
5. Elected Vice President for the Nigerian Association of Greater Toledo: A group dedicated to promoting and sharing the unique cultures within the State of Ohio.
6. Elected to serve on the Executive Board of Directors, Toledo Fair Housing Center.
7. Elected to serve on the NW Ohio Executive Council for Prevent Blindness.
   - Completed certification for screening preschool-age children for vision problems and referrals for treatment, October 2013.
8. Co-Presenter/Speaker at Vision of People Awards Dinner, Toledo, Ohio, May 2014.
10. Co-Chair of the PACODI Faculty and Staff Climate Survey Subcommittee.
11. Appointed by the Mayor of the City of Bowling Green to serve on the Land Use Steering Committee for 2014.
12. Attended the Bridges Out of Poverty Conference at Firelands Campus, Huron, Ohio, October 2013; the Ohio Diversity Officers Collaboration Conference, University of Toledo, July 2013.

Sheila Brown, Associate Director

1. Received the NAACP Image Award for Exceptional Student Organization Advisor 2014.
2. Recognized by the Principal of Bowling Green City High School for providing leadership for the annual Black History Month high school/middle school collaboration and working with the high/middle schools Black Culture Club.
3. At-Large member of Administrative Staff Council Awards and Recognition Committee.
Ray Plaza, Associate Director
1. Nominee for the ASC Michael Ferrari Award.
2. Recipient of the ACPA Latino Network Community Advancement and Service Award.
3. Recipient of the Latino Issues Conference Staff Award.
4. Selected as Secretary for USAC for the 2014-2015 year.
5. Elected as ASC Communications Officer for 2014-2015 year.
6. Part of Presentation team for “Experiences of Latino/a Student Affairs Professionals: Learning from Another” – ACPA Indianapolis, March 2014.
9. Mentor with the Center for Nonprofit Resources in Toledo.
11. Co-Advised the Collective and provided support for the student-led Not In Our Town efforts.
12. Nominated for the Exceptional Student Advisor Award by BGSU’s NAACP.
13. Attended the Bridges Out of Poverty Conference sponsored by ASC at Firelands Campus, Huron, Ohio, October 2013; ACPA 2014 Conference and served on the Next Gen Planning Committee as the Entity Group Liaison for the ACPA 2014 Convention. Also attended the 2nd Annual Latino Education Summit in Columbus, Ohio and the 2014 Student Affairs Assessment & Research Conference at Ohio State University in 2014.

Krishna Han, Assistant Director
1. Generated salary revenue for OMA in the amount of $4408 through Federal grant collaboration with the College of Education and IREX/TEA Federal program.
2. Nominated for the Exceptional Student Advisor Award by BGSU’s NAACP.
3. Elected as new executive advisory board member of World Affairs Council of Northwest Ohio.
4. Attended NASPA 2014 and the ASC-sponsored “Living In A Diverse World” professional development at Firelands Campus, Huron, Ohio in 2014.

Tobias Spears, Assistant Director
1. Secretary and also Scholarship Committee Chair, Equality Toledo.
2. Worked as one of the primary developers for IStand Advocacy Training and was recognized by DSA as a 2013-2014 outstanding collaborative Division effort.
4. Chair of the Not In Our Town, BG Programming Committee.
5. Consultant work with Athletics regarding the coaches, students, and LGBT issues and conducted exclusive Safe Zone Training with Athletics.
6. Co-Advised the Collective and provided support for the student-led Not In Our Town efforts.
7. Attended ACPA 2014 and MBLGTACC 2014
8. Coordinated BGSU’s participation in the MBLGTACC 2014 and was recognized as having the highest number of student participants from one university.
Connie Weaver, Coordinator
2. Attended the 2014 American Association for Hispanics in Higher Education.
3. Continued participation on and provides leadership for the coordination of the Diamante Scholarships for NW Ohio.

Yolanda Flores, Administrative Assistant
1. Attended the 2014 American Association for Hispanics in Higher Education.
2. Continued participation on the Diamante Scholarship Committee for NW Ohio.
3. Elected representative of Classified Staff Council and served as the CSC representative on the President’s Advisory Council on Diversity and Inclusion for 2013-2014.

Proposed 2014-2015 Priorities
List 3-5 bulleted general/broad priorities for the upcoming year. These priorities should link to findings from your assessment efforts, the Division’s strategic plan, and/or your departmental program review (if applicable).

1. **Retention:** Continue the retention efforts for diverse student populations and investigate ways to support diverse male student retention.
2. **Diversity Education:** Investigate new ways to utilize student diversity educators and OMA student employees to better serve students and meet needs of the office.
3. **Multicultural Programs:** Continue to enhance OMA’s role working with diverse student organizations and investigate, in collaboration with Access, Diversity, and Inclusion Programs and the Office of Campus Activities, the opportunity for the development of a Multicultural Student Organization Retreat or Summit.
4. **Assessment:** Continue to support the professional development of staff, graduate and undergraduate students working or interning in the office.
5. **Community Engagement:** Continue to engage BGSU and the surrounding community with OMA programs, including investigating new opportunities to reconnect with diverse alumni.