

Division of Student Affairs
2010-2011 Annual Report
Office of Multicultural Affairs

Department Mission/Vision Statement

Mission: 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.

Vision: The Office of Multicultural Affairs' vision is to facilitate the development of a premier diverse and inclusive University community.

Executive Summary

The Office of Multicultural Affairs has three main areas of focus: retention of diverse student populations, diversity education and multicultural programming. One challenge facing the office was a limited number of staff meeting with growing numbers of diverse student populations. The classroom provided an opportunity for staff to engage more students given that staff numbers are limited. The department was able to provide academic and multicultural support to 506 diverse students on a weekly basis by teaching the UNIV 1200: Learning-behaviors Assessment Course. The office continued to expand this retention course from 10 sections in 2009-2010 to 22 sections in 2010-2011 resulting in a 120% increase in retention efforts. As a result of moving to this classroom model, the students most at risk had more opportunities to meet one on one for individual assistance using the Success Track program. Because Multicultural Affairs staff is providing support services in the classroom, Success Track meetings and referrals fell by 48%. With the UNIV 1200 course alone, Multicultural Affairs staff were able to have 8,096 contacts with diverse and at risk students to help retain them and make students more academically prepared and successful at BGSU. In spring 2011, the office added a new multicultural student retention course, UNIV 1510: Multicultural Development Program. This new course integrates academic support skills with persistence, transition and integration strategies for diverse first-year student populations. Four sections of this course will pilot fall 2011.

For diversity education and multicultural programming efforts, the Office of Multicultural Affairs partnered a second year with the Bowling Green City Schools for Black History Month. This town and gown collaboration continues to be well received and had 1,475 students, BGSU students and community members attend this black history month event on the campus of the BG city high school and middle school. The Office of Multicultural Affairs moved forward building partnerships with multiple colleges, universities, companies and organizations by participating in the 15th Annual 2011 State of the State Diversity Conference at Rhodes State Community College. The director provided support for this initiative by holding an officer position on the conference strategic planning and leadership team. The Office of Multicultural Affairs partnered with Lorain County Community College to facilitate a National Coalition Building Institute Workshop for approximately 75 multicultural student leaders. Many of the student leaders represented several nations around the world. The department also partnered with

Terra Community College to facilitate Safe Zone Training for LGBT students and ally development. We were more engaged with the community in 2010 – 2011 while continuing to establish stronger relationships with BGSU students such as the creation of a new Multicultural Student Advisory Board in 2010-2011.

This new student advisory board reports to the director of the Office of Multicultural Affairs and was supported by a graduate practicum student. The Multicultural Student Advisory Board was very instrumental in providing feedback and recommendations on better ways for the office to engage diverse students to support their organizations, persistence and retention. They also provided valuable feedback on engaging majority students enrolled at BGSU.

Other diversity and programming in successes in 2010-2011 were the Welcome Back Cookout for Multicultural Students. In 2009-2010, this program had 85 participants. In 2010-2011, this program had an increase in participation of 606% with 600 students participating. 2010-2011 Right to Marry had a 38% increase in participation, while Rainbow Days had a 6% increase. However, Gender Awareness fell by 67% with 150 participants in 2009-2010 and only 50 participants in 2010-2011. This dramatic decrease can be explained by the challenge of consistent leadership for key LGBT student organizations who have primary responsibilities for organizing this event. However, with the addition of a new full-time Assistant Director for LGBT Programs position in the Office of Multicultural Affairs, many of the issues that occurred during 2010-2011 will be alleviated.

Another challenge the Office of Multicultural Affairs faced occurred after relocating from Conklin North to the Math Sciences Building. This relocation caused a considerable reduction in the size and privacy of the Lesbian, Gay, Bisexual and Transgender (LGBT) Resource Center. The department was able to overcome this challenge by partnering with the Office of the Vice President for Student Affairs, Office of the Dean of Students and LGBT student groups to create a new, larger and more private space for the LGBT Resource Center and still maintain physical proximity to the department. However, from this challenge rose an opportunity to create a new Ethnic Student Center in the space formerly occupied by the LGBT Resource Center. Today, the Office of Multicultural Affairs has two centers for diverse student populations that will enable us to stay better connected and engaged with students needing and seeking our support.

The Office of Multicultural Affairs is looking forward to the challenges and opportunities that 2011-2012 will bring. Other collaborations and co-sponsorships during this 2010-2011 were:

- Hispanic Heritage Month and Latino Awareness Week events with the Latino Student Union
- Partnering with the Career Center to recertify for the LGBT “Out for Work” networking and employment assistance for BGSU’s LGBT students and alumni populations
- Partnering across Division lines with multiple departments for the 2011 Dr. Martin Luther King and Black History Month BGSU Collaboration
- Partnering with Service Learning to support approximately 50 first year multicultural students participating in the Partners in Excellence Program and for co-sponsorship of all multicultural students interested in participating in the MLK 2011 Day of Service
- Co-sponsoring the School of Media and Communications’ 2011 Media Coverage of Terror in the Name of Religion Panel
- Co-sponsoring the Caribbean Association’s community service event in 2010 and the 2011 Carib Fest
- Co-sponsoring the Japanese Club’s 2011 Ohanami Cherry Blossom Festival

- Co-sponsoring the African Peoples Association's participation in the Howard University United Nations Student Conference and the African Peoples Association 2011 Dinner
- Co-sponsoring the BGSU Urban Theatre student group for two events in 2011
- Co-sponsoring the students of color LGBT organization, Honoring, Urging and Encouraging (HUE) for a Rainbow Week speaker.

These collaborations and co-sponsorships were done in addition to the programs listed in the Program Participation and Usage section.

Contribution to Division of Student Affairs Action Items and University Strategies

Based on your departmental priorities and action items, indicate accomplishments made in your department during the 2009-2010 in achieving your priorities, relative to the University strategies.

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.

Accomplishments: The Office of Multicultural Affairs completed Strategy One in the following manner:

1. First year students were provided with a co-curricular experience when the Partners in Excellence program collaborated with Service-Learning for two events. One service event in fall 2010 and a capstone service event by participating in the MLK Day of Service coordinated by the Office of Service-Learning.
2. A Multicultural Student Advisory Board was established with 15 undergraduate, graduate and nontraditional students. They provided feedback on multiple issues, including better ways to engage help all students connect curricular and co-curricular opportunities to learn about diversity and inclusion and ways the better engage diverse and majority student populations.
3. The use of the e-portfolio was incorporated into the Diversity Peer Educators programs to showcase their learning. A presentation of their e-portfolios was open to the public in the Bowen-Thompson Union in April 2011.

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.

Accomplishments: The Office of Multicultural Affairs completed Strategy Two in the following manner:

1. The Office of Multicultural Affairs partnered with the Admissions Office to use the opportunity to encourage local students to attend BGSU. However, in 2011-2012 we hope to develop this partnership into offering students participating in the program the opportunity to win a BGSU book scholarship in a drawing.
2. Enhancements were added to Blackboard for students and instructors to use that integrated the psychosocial, cultural and transitional support for diverse students enrolled in the UNIV 1200 course. In addition a new retention course was developed that will further support the retention efforts of this department.

Program Participation and Usage Data

Insert information regarding program counts, facility usage statistics, office visits, etc. This information can be captured in a table, chart, or other visual.

Program/Facility	2010-2011 Count	2009-2010 Count	% Change (+/-)
Latino Issues Conference	210 participants	250 participants	-16%
Breakfast of Champions	140 participants	230 participants	-39%
Evening of Champions	152 participants	140 participants	+9%
UNIV 1200: Learning-Behavior Assessments Classes	506 students 8,096 contacts 22 sections	230 students 3,680 contacts 10 sections	+120%
Success Track	221 participants	227 participants	-3 %
Success Track Meeting and Referrals	380 meetings / referrals	728 meetings / referrals	-48%
Final Partners In Excellence (PIE) Meeting	110 participants	96 participants	+15%
Kwanzaa	500+ participants	250 participants	+100%
Black History Month: BGSU and BG middle & high schools	1,475 participants	1,450 participants	+2%
Welcome Back Cookout for Multicultural Affairs students	600 participants	85 participants	+606%
Coming Out Support Group	5 to 15 participants	5 to 15 participants	No change
Big Gay Picnic	250 participants	250 participants	No change

Program/Facility	2010-2011 Count	2009-2010 Count	% Change (+/-)
Coming Out Week	400 participants	400 participants	No change
Gender Awareness Days	50 participants	150 participants	-67%
Right to Marry Day	55 participants	40 participants	+38%
Rainbow Days	425 participants	400 participants	+6%
Lavender Graduation	75 participants	75 participants	No change
Mosaic Conference Inaugural 2010	429 participants	New program	Not applicable
National Coalition Building Institute (NCBI)	19 workshops	13 workshops	+46%
	246 participants	175 participants	+41%
Diversity Peer Educators Workshops	49 events	42 events	+17%
	664 participants	568 participants	+17%
Black Issues Conference	130 participants	107 participants	+21%

Major Staff Achievements

Emily Monago, Ph.D., Director

- Selected to serve in the University Inclusion Network Committee
- Moderated a session at the State of the State Conference in Lima, Ohio (March, 2011)
- Served on the State of the State Strategic Leadership Team and chaired the Registration Committee
- Co-Lead the NCBI Workshop with 60 Lorain County Community College student leaders and received certificate of recognition (September, 2010)
- Completed the Chamber of Commerce Leadership Bowling Green Leadership Program and joined the alumni association
- Facilitated the relocation and expansion of the LGBT Resource Center and addition of the new Ethnic Student Center
- Nominated for Phenomenal Woman Award, Spring 2011
- Awarded the Excellence in Administration Award 2011, Alpha Phi Alpha Fraternity, Inc.
- Invited and served as the Keynote speaker at the Alpha Lambda Delta Honor Society Induction Ceremony and received honorary membership into the organization
- Invited and served as the Mistress of Ceremony and awarded certificates to 2011 graduates at the Black Graduation ceremony

Manuel Pomales, Jr., Ph.D., Senior Associate Director

- Completed a CEU Ethics course (3 hours) to renew the Nationally Certified Psychologist (NCP) Credential (certified for the next two years)
- Made the following conference presentations:
 - Presented a UNIV 1200: Learning-Behavior Assessments session at the 2010 NWO Symposium on Science, Mathematics, and Technology Teaching hosted by the Penta Career Center on November 6, 2010
 - Conducted the UNIV 1200: Learning-Behavior Assessments Course Conference on May 12, 2011 at Bowling Green State University
- Completed the following report entitled: *Effectiveness of UNIV 1200: Learning-Behavior Assessments on Students' Study Patterns and Grades During the Academic Year 2009-2010*
- Developed and copyrighted an instrument entitled, *My Books Beat-Me-Up Scale (MBMMUS)*
- Member of the American Counseling Association (ACA) and the following sub-Organizations:
 - American College Counseling Association (ACCA)
 - Association for Assessment in Counseling and Education (AACE)
- Member of the American Psychological Association.
- Member of the Northamerican Association of Masters in Psychology (NAMP)

Sheila Brown, Associate Director

- Officially transitioned Kwanzaa to BSU.
- Increased attendance at Kwanzaa by approx. 40%
- Nominated for Rose award by Alpha Phi Alpha
- Nominated for Phenomenal Woman award SAAB
- Facilitated connecting the department and the University with community by serving as the Advisor for the Bowling Green High School Black Culture Club
- Assisted with entertainment coordination for inaugural Project Mosaic Conference

Joy Hartwell-Lein, Financial Aid Specialist

- Graduated BG Leadership Institute
- Recipient of the Phenomenal Woman Award
- Recipient of the SAGA Award (Sexuality And Gender Awareness). Awarded for service to the transgender and multicultural community
- Recipient of the Safe Zone facilitator award

Jan Twork, Retention Coordinator

- Selected as AAUW BG Branch Outstanding Member 2011 Award recipient on March 17, 2011
- Oversaw the promoting, planning and organizing the University-wide, inaugural Project Mosaic Conference and creation of the creation of the Project Mosaic video

Yolanda Flores, Administrative Assistant

- Selected to serve on the prestigious University Presidential Search Committee
- Served as the Office of Multicultural Affairs representative with the City of Bowling Green Mayor, Human Relations Commission and the Latino Networking Alliance for the Cinco de Mayo event held at the Bowling Green Woodland Mall
- Served an additional University and external community role by serving on the Diamante Planning Committee held at the University of Toledo
- Elected Chair of the Diamante Planning Scholarship Committee

Proposed 2011-2012 Priorities/Action Items

Provide a list of five proposed departmental priorities/action items for 2011-2012

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 courses with enhanced integrated curricular and co-curricular experiences.

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

1. Increase campus diversity, inclusion and social justice efforts by providing the opportunity for students, faculty, staff and Bowling Green community members to participate in the 3-Day Train the Trainer National Coalition Building Institute Workshop. By participating, the BGSU community will have the chance to develop diversity leadership skills and become members of an internationally renowned diversity, inclusion and social justice organization through BGSU's affiliation membership.
2. Enhance diversity and inclusion programs, services, support and outreach to lesbian, gay, bisexual, transgender (LGBT) and ally populations due to the addition of a full-time Assistant Director for LGBT Programs staff person. There are numerous benefits to having a staff person provide leadership to the area full time that will begin to be implemented 2011-12.
3. Expand outreach, liaison relationships and collaborations with diverse student organizations.
4. Develop more partnerships to support diverse international student populations at BGSU by partnering and collaborating with International Programs for various programs and initiatives.