

**Division of Student Affairs Annual Report
2012-2013
Office of Multicultural Affairs**

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, and providing diversity education and multicultural programs for students, faculty, staff and the surrounding community.

2012-13 Executive Summary

Limit to 150 words or less

Although there were some challenges providing an array of programs with limited resources, last year was full of exciting changes, collaborations, and successes. For instance, 3 full-time staff members were hired. The office now has 7 full-time staff members with 4 starting work in fall 2011 or later.

Next, the office partnered with the College of Education for a grant sponsored by the International Research & Exchange Board (IREX) Teaching Excellence and Achievement (TEA) program that brought 20 teachers from 17 different countries to the Bowling Green Community. Through this partnership the office developed new cross-cultural training material.

Last, BGSU and the office received state-wide recognition for hosting the State of the State Conference. This conference brought together 300 conferees from industry, nonprofit, higher education, government, etc. to discuss issues and share best practices regarding diversity, equity, and inclusion. This year was truly a year of changes, collaborations, and successes.

Key Highlights

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

1. Developed and piloted the new Falcon Watch Program to facilitate the persistence, retention, and success of diverse student populations and had 100% retention for the 67 freshmen who took the UNIV 1510: Multicultural Success Seminar course.
2. Increased student participation at the 14th Annual Black Issues Conference adding to the overall success of the event.
3. Expanded the scope of the 19th Annual Latino Issues Conference. The conference keynote held an engagement with Latino families in Perrysburg, Ohio and the surrounding area as part of the conference.
4. Increased assessments by implementing regular Climate Studies to gauge the campus and community environment from the perspectives of diverse student populations. The assessment includes feedback from graduate, undergraduate, Lesbian, Gay, Bisexual, Transgender (LGBT), and racially diverse populations.

5. Launched a successful LGBT Leadership Series, focused on creating LGBT specific student leaders and community advocates. Eight students awarded certificates.
6. Facilitated BGSU hosting the State of the State Diversity Conference March 2013 and March 2014 and had the highest attendance record of conferees in the 17-year history of the event with 300 conferees in 2013. This was a 71% increase in comparison to 175 conferees in 2012.
7. Expanded diversity education workshops to include the IREX-TEA, NCBI, Diversity Peer Educators, and the development of new cross-cultural material.

Program Participation and Usage Data/Key Performance Indicators

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

Program/Facility	2012-13 Count	2011-12 Count	% Change (+/-)
NCBI Workshops	25 852 Participants	31 Workshops 1180 Participants	-19.36% Workshops -27.80% Participants
Diversity Peer Educator Workshops	17 Events 163 Participants	11 Events 154 Participants	+54.55% Events +5.84% Participants
Diversity Education in the Classroom (<i>New Initiative</i>)	3 Classes 400 Participants	N/A N/A	N/A N/A
UNIV 1510	10 Sections 156 Students	6 Sections 106 Students	+66.67% Sections +47.17% Students
UNIV 4100	1 Section, Spring 2013 13 Students Enrolled	1 Section, Spring 2012 Students 12 Enrolled	No Change +8.33%
OMA Website Views	31,035 Page views	32,404 Page views	-4.2%
2013 State of the State Conference Website Views (<i>New to BG</i>)	7752 Page views	N/A	N/A
Success Toolbox Usage	N/A	17,985 Hits	N/A
Breakfast of Champions	100 Participants	210 Participants	-52.38%
Evening of Champions	220 Participants	140 Participants	+57.14%
Black Issues Conference	230 Conferees	235 Conferees	-2.17%
Latino Issues Conference	300 Conferees	275 Conferees	+9.09%
Mosaic Series	200 Participants	175 Participants	+14.29%
State of the State Diversity Conference	300 Conferees at BGSU	175 Conferees at Rhodes State Community College	+71.43%
From Gay to Ze (<i>New Initiative</i>)	80 Participants	N/A	N/A
Welcome Week Talent Showcase. (Formerly called the BiG Stars Talent Show)	500 Participants	275 Participants	+81.82%
Kwanzaa	200 Participants	375 Participants	-46.67%
BG High School/Middle School Black History Month	1,200 Participants	1,500 Participants	-20%
Big Gay Picnic	425 Participants	255 Participants	+66.67%
Coming Out Week	500 Participants	400 Participants	25%
Gender Awareness Days	70 Participants	70 Participants	0%
Right to Marry Day	37 Participants	68 Participants	-45.59%
Rainbow Days	220 Participants	700 Participants	-68.57%
Lavender Graduation	55 Participants	50 Participants	+10%
Coming Out Support Group	75 Participants	60 Participants	+25%
Safe Zone Workshops	25 Workshops 330 Participants	27 Workshops 300 Participants	-7.41% Workshops +10% Participants
OMA/International Students U.S. Sports/Culture Field Trip	25 Participants	80 Participants	-68.75%

Retention Initiatives/Cohort Tracking Information

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

UNIV 1510: Multicultural Success Seminar

Course Summary: This course integrates diversity, inclusion, curricular and co-curricular experiences by building upon the principles of the National Coalition Building Institute diversity workshop and academic success strategies. This combination creates a holistic approach toward the retention and persistence of diverse student populations by developing or strengthening academic skills and creating opportunities for team building, goal setting and persistence for reaching goals in a timely manner while embracing and benefiting from their diversity and the diversity of others. Students are encouraged to celebrate and welcome diversity and inclusion while expressing pride in the groups to which they belong based on race, ethnicity, religion, sexual orientation, country of origin, disability, class, etc. This course supports the social integration of diverse student populations at BGSU.

Learning Outcomes:

- Students will develop academic success and persistence strategies;
- Students will learn more about diversity, inclusion and team building;
- Students will develop cultural competency skills by:
 - Understanding their cultural identity and respecting cultural identities different from their own;
 - Developing a global consciousness;
 - Learning to deal with bias;
 - Learning to shift attitudes and perspectives; and
 - Learning to build teams and allies by finding commonalities among differences
- Students will develop curricular and co-curricular connections on topics concerning diversity and inclusion.
- Students will gain social skills to support full-participation and social integration.

Fall 2011 Cohort

UNIV 1510: Multicultural Success Seminar

Fall 2011 UNIV 1510 Enrolled 92 undergraduate students. From this cohort there were 67 enrolled and registered students for Fall 2012. End result is Retention = 73%.

Fall 2012 Cohort

UNIV 1510: Multicultural Success Seminar

Fall 2012 UNIV 1510 Enrolled 156 undergraduate students. From this cohort there were 108 enrolled and registered students for Fall 2013. End result is Retention = 69%.

Collaboration and Partnerships within Student Affairs

- The Mosaic Series - Office of Student Disability Services, Office of Residence Life, Office of Campus Activities, and various Student Organizations.
- The NCBI Welcoming Diversity Workshop within student affairs – Office of Residence Life, and Center for Leadership.
- Diversity Workshop – Office of Resident Life, Fraternity and Sorority Life, Student Organizations, Office of Recreation and Wellness, Counseling Center.
- Development of the Inclusive Organization Roundtable similar to the former MORT effort
 - Effort initiated by World Student Association and Latino Student Union presidents.
- Participation on the Student Affairs Assessment Committee.
- Collaboration with Residence Life on presentations for student and staff and the new Bulletin Board in a Bag concept.
- 14th Annual Black Issues Conference – Office of Residence Life SMART program and the Black Graduate Student Organization.
- 4th Annual Multicultural Talent Showcase – Office of First Year Programs.
- Creating Change Conference (Hosted 4 students.) – Office of the Dean of Students
- MORT Student Initiative Co-sponsorship – Office of the Dean of Students
- LGBT Culture and Language, Facilitator (TED Talk hybrid) – Counseling Center
- INTERSECTIONS Sexuality/Identity Support Group, partnership with Counseling Center
- LGBT Leadership Series – Office of Residence Life and the Center for Leadership
- Safe Zone Trainings
 - Greek Life House Directors (Fall 2012)
 - Student Affairs Committee (Fall 2012)
 - Presidents' Leadership Academy Students (Fall 2012)

Collaborations and Partnerships with other BGSU Areas and the Community

- The State of the State Conference – Owens Community College, City of Bowling Green, City of Akron, City of Dayton, Cleveland State University, Columbus State Community College, Honda of America, Inc., Human Values for Transformative Action, IUPUI , Kent State University, Miami University, University of Toledo, Ohio Rehabilitation Services Commission, Wright State University, University of Akron, Parker Hannifin Corporation, Toledo Fair Housing Center, University of Cincinnati, Ohio Department of Administrative Services, Ohio Civil Rights Commission, The National Conference for Community and Justice for Greater Dayton, and BGSU areas of: Office of Equity and Diversity, Career Center, TRIO Programs, Department of Theatre and Film, Residence Life, and Family and Consumer Sciences.

- The Mosaic Series - Office of Service Learning, Center for International Students, Department of Jobs and Family Services, Toledo Seagate Food Bank, BG Christian Food Pantry, The Global Connections, and the Arts Village Learning Community.
 - The NCBI Welcoming Diversity Workshop – Graduate College, University Libraries, Office of Human Resources.
 - Diversity Workshops – Academic Affairs: Cultural Pluralism and Psychology Courses
 - IREX-TEA – Academic Affairs (International Democratic Education Institute, MACIE Program, and several regional high schools).
 - Ethnic Student Center – Department of Ethnic Studies and Asian Studies Department.
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- Collaboration with Service-Learning in order to have an Inauguration Viewing Event and activity as part of the MLK Day of Service.
 - Development of the BGSU Diverse Student Support Collaborative.
 - Participating Departments: TRIO Programs, Honors Program, AIMS, PLA, Admissions, Project Search, Student Athlete Services, Pre-Major Advising.
 - Collaboration with the Learning Commons to refer students needing assistance
 - Collaboration with the advising in the different colleges – to showcase information and ways we can help.
 - Collaboration and partnership with the Office of Admissions in participation with Multicultural Overnight Visits – presentation by staff.
 - Partnership with Admissions to support High School Component of the 19th Annual Latino Issues Conference.
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- 6th Annual Black History Month program - Bowling Green High School & Bowling Green Middle School.
 - Advisor to the Black Culture Club at BG High School – Bowling Green High School & Bowling Green Middle School.
 - Safe Zone Trainings:
 - Office of Equity and Diversity (Fall 2012)
 - Classified Staff Council (Fall 2012)
 - Administrative Staff Council (Fall 2012)
 - SOAR Orientation Leaders (Spring 2013)
 - Owens Community College (Fall 2012/Spring '13)
 - Classified Staff Council Firelands (Fall 2012)
 - Not In Our Town – Office of Equity and Diversity and the Bowling Green Campus and local community.
 - LGBT Leadership Series - Office of Service-Learning, Department of Ethnic Studies, English Department, and Jim Toy from the Community Center in Ann Arbor, MI

Awards and Recognitions (Departmental and/or Staff)

- Dr. Emily Monago, Director
 - Elected Chair-Elect of Administrative Staff Council
 - Elected to the City of Bowling Green Human Relations Commission
 - Elected to the Board of Directors for Prevent Blindness Ohio
 - Nominated to serve on the Board of Directors for Toledo Fair Housing (Elections pending.)
 - Bowling Green Chair of the State of the State Conference, which received the Outstanding Collaborative Effort Award, 2013 Spring Recognition Ceremony.
 - Elected Co-Vice Chair, Africana Faculty and Staff Caucus
 - Received Certificate of Attendance for Title IX Training
- Ms. Sheila Brown, Associate Director
 - Nominated for Applauding Excellence Outstanding Student Organization Advisor
 - Recipient of the Falcon Parent and Family Association Grant for Black Girls Rock and The Kings student organizations for \$2,400
 - Selected to serve on the Administrative Staff Council Professional Development Committee as an at-large member
- Mr. Raymond Plaza, Associate Director
 - ECAP funding for the 19th Annual Latino Issues Conference for \$1,500
 - Certificate of Award: Friend of SMART Program
 - Certificate of Recognition for service and support to the Latino Student Union
 - Elected to Administrative Staff Council
- Mr. Tobias Spears, Assistant Director, LGBT Programs
 - Outstanding New Professional (Spring 2013)
 - Chair of the LGBT Advisory Board
 - Elected Board Member for Equality Toledo
 - BGSU Title IV Advisory Board Member
 - Elected ASC EEOC Representative
 - Selected to serve on the Office of Equity and Diversity's Workplace Resolution Committee
 - Recipient of the Falcon Parent and Family Association Grant for the LGBT Leadership Series for \$1,000
 - Center for Leadership, Leadership Academy, Facilitator
 - Center for Leadership, Ray Marvin Leadership Award Selection Committee, Member
 - Fraternity and Sorority Life, Greek Standards Evaluation Board, Member
 - Center for Leadership, LeaderShape, Cluster Facilitator
 - Division of Student Affairs Mission and Vision Revision Committee, Member
 - Colors of Change LGBTQA Conference, University of Michigan, Presenter
 - HESA's New Professionals In Transition Conference, Panelist

- Dr. Krishna Han, Assistant Director for Diversity Education
 - Received Best Social Justice Educator Award (Presented by BGSU-HESA and CSP Community)
 - One of 30 people selected world-wide to participate in the International Higher Education Policy and Planning, Shanghai, China
 - Selected to chair roundtable discussion on College Student Experience and Engagement at the International Higher Education Policy and Planning in Shanghai, China
 - Awarded \$2,868 for providing leadership for the development and implementation of the cross-cultural curriculum and workshops for the IREX-TEA program.
 - Elected to Administrative Staff Council
- Ms. Connie Weaver, Coordinator
 - Fifteen-Year Service Recognition Certificate
 - BGSU Representative to the Diamante Committee
- Ms. Yolanda Flores, Administrative Assistant
 - Elected to serve another term on Classified Staff Council
 - BGSU Representative to the Diamante Committee

Proposed 2013-2014 Priorities

List 3-5 general/broad priorities for the new year.

1. Implement Falcon Watch, a new student retention initiative and continue UNIV 1510: Multicultural Development Seminar Fall 2013.
2. Develop of a data hub for diverse student tracking, climate study reports and other assessments conducted by the Office of Multicultural Affairs.
3. Increase partnerships and collaborations for the execution of successful 2014 Black Issues, Latino Issues and State of the State Conferences.
4. Expand of the development and outreach of diversity education programs and programs facilitated by the Ethnic Student Center.
5. Increase participation in LGBT programs and services that aid in the retention of LGBT* students and their allies.

2013-2014 Departmental Action Items and Key Measures Office of Multicultural Affairs

Departmental Action (i.e. Priority) for 2013-2014	SA A. I.	Key Measure(s)	Data Source (to be completed at beginning of year)	Target Level	Results (to be completed at end of year)
Retain students enrolled in the Falcon Watch retention program at a rate higher than the BGSU overall retention rate.	1, 4	Cohort student retention rate Fall 2013 to Fall 2014.	Data from Institutional Research and Office of Multicultural Affairs measuring Fall to Fall Retention levels.	75-80% Retention Rate	
Complete 10 pre-scheduled Safe Zone Workshops with a minimum of 10 participants at each workshop.	1, 7, 10	Safe Zone attendance and evaluations.	Safe Zone attendance records.	100 Participants	
Retain students enrolled in UNIV 1510: Multicultural Development Seminar course at a rate higher than the BGSU overall retention rate.	1, 4	Cohort student retention rate Fall 2013 to Fall 2014.	Data from Institutional Research and Office of Multicultural Affairs measuring Fall to Fall Retention levels.	75-80% Retention Rate	
Complete 8 pre-scheduled National Coalition Building Institute (NCBI) Workshops with a minimum of 10 participants at each workshop.	1, 7, 10	NCBI attendance and evaluations.	NCBI attendance records.	80 Participants	
Increase Latino Issue Conference attendance by 10%.	1, 3, 7, 10	Conference attendance records.	Conference attendance records.	330 conferees	
Increase Black Issue Conference attendance by 10%.	1, 3, 7, 10	Conference attendance records.	Conference attendance records.	253 conferees	
Continue to partner with Bowling Green High School and Bowling Green Middle School for a community Black History Month program.	1, 3, 7, 10	Attendance count	The seat count of facility will be used to measure attendance	1,200 participants	

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