



**Student Affairs  
2009-10 Annual Report**

**Department:** Multicultural Center

**Mission Statement:**

The mission of the Eastern Oregon University Multicultural Center is to develop and deliver programs and services designed to support and retain students from socially and culturally diverse backgrounds. The Center offers an inclusive educational environment that nurtures cross-cultural communication and fosters the exchange of diverse perspectives and ideals.

In addition, the Center is committed to offering students a place to engage in multicultural activities that enhance their social and academic endeavors as well as prepare them for success in a diverse global society.

**2009-10 Goals and Goal Attainment Summary**

**Goal 1:** Provide a space for people to share experiences and celebrate diversity.

**Status:** In the Summer of 2009 the Multicultural Center underwent an extensive remodel that resulted in upgrades to the Multicultural Center computer lab and lounge area and expanded our ability to partner with other campus groups to provide programs for academic and social purposes. This year, the space has been utilized for a variety of academic uses, including the Mountaineer Day visits, EOU Orientation activities, Ambassador Trainings, Financial Aid workshops, and Student Success workshops (Time Management and Reading Strategies workshops). Also, the Multicultural Center and other student groups have utilized the space for club meetings, study groups, as well as a variety of multicultural and student group activities and celebrations.

**Goal 2:** Provide multicultural students with academic, social, personal and other support services that assist in their academic and social development.

**Status:** The Multicultural Center has approximately 40 self-identified students and 20 scholarship recipients that utilize at least one of the services we provide each term. We also serve as a resource and referral service for the general student

population. Specific support and referral services that have been utilized by students include advising support, advocacy, and general inquiries and referrals.

**Goal 3:** Develop programs and services for the Multicultural Center computer lab that will enhance its capacity and usage

**Status:** The Multicultural Center Computer Lab went through an extensive remodel during summer 2009. The result was a fully functioning computer lab, with 12 networked computers and a printer available for student use. The remodel also provided a space for a study table for tutoring and study groups, as well as a lounge area with couches for students to hang out, have events, and conduct meetings. The computer lab also has a trained lab assistant that is available and ready to aid students with computer questions.

**Goal 4:** Serve as a resource for faculty and staff attempting to understand and support underrepresented students in the educational process.

**Status:** The Multicultural Center staff participated in an annual diversity training to better understand the departmental goals and their roles. This helped the staff to broaden their understanding of diversity issues and to set goals for the program. The Multicultural Center coordinator works with individual students to provide additional information to faculty and staff regarding personal or cultural information that may help in addressing issues faced in or out of the classroom. In addition, the coordinator serves on the campus Diversity committee with faculty and staff to represent and advocate for underrepresented students to support University's strategic plan on retention.

Through collaborative efforts, the Multicultural Center staff and other campus departments worked on developing and implementing the Pacific Island Student Status chart that identifies the status of the various islands and the individuals related to their student status (F1-Visa vs. habitual residency).

The Multicultural Center staff also provided diversity training and resource information for the following campus departments and group events/activities:

- Resident Assistant & Hall Director Training
- Student Affairs staff (*in partnership with Stephen Jenkins, Affirmative Action Officer*)
- CORE 101 & 102 classes to talk to students about diversity programs and how to get involved
- Native American Higher Education Workshop (*through EOU Admissions office*)
- Discover Your Future program (*through EOU Admissions office*)

**Goal 5:** Enhance and organize the Student Council for Multicultural Affairs programs and activities

**Status:** This year, the Student Council for Multicultural Affairs (SCMA) was renamed and went through a reorganization process, which included a SWOT Analysis, Organizational Charts, Protocols, reporting lines, charter & bylaws, and position descriptions. The name change has been seen as a positive way for the SCMA to be more inclusive of all students and their backgrounds.

The SCMA has succeeded this year in addressing individual and student club issues as well as applying for and becoming a student-fee funded unit on campus. With outstanding student leadership and support for a variety of campus groups, they were able to accomplish most of their goals and were recognized as the 2010 Outstanding New Organization at the June Awards Assembly (see Appendix A for the SCMA 2010 report).

**Goal 6:** Partner with the Center for Student Involvement to enhance and improve training and support for cultural clubs and organizations.

**Status:** The Multicultural Center collaborated and partnered with the Center for Student Involvement to provide quality diversity and leadership programs students. This initiative included the following:

- The Multicultural Center and Center for Student Involvement Fall Open House
- Northwest Student Leadership Conference 2010 – sending to students to learn and bring back information to share with peers
- Working with events sponsored by various campus clubs and student organizations
- General support for clubs and organizations, including payment processing, balance inquiries, allocations as well as general information of policies and procedures

## **Summary of Service and Programs for Students**

### **Individual Academic & Social Support**

- The Multicultural Center provides support and referral service for individual students in the following capacities:
  - Advise students via scheduled, drop-in, email, and telephone appointments.
  - Make referrals to appropriate university services addressing academic and non-academic concerns.
  - Advise students regarding study skills, transition issues, policies & procedures and other university services.
  - Serve as a liaison between students, faculty, and administration.
  - Work with students to create and complete an academic and improvement plan.

- Assist students involved in the academic standing procedure.
- Advise and assist students with financial aid and scholarship opportunities, application processes and procedures, as well as general inquiries.
- Support and refer students regarding cultural and transitional issues.
- Partnered with the Learning Center to offer writing tutors for students in Hoke during evening hours.

### **Conferences, Workshops & Training Opportunities**

The Multicultural Center (MC) coordinated efforts to increase diversity development and education for EOU students by co-sponsoring and supporting 31 students to attend the 2009 Oregon Students of Color Coalition Conference in Eugene, OR.

The Multicultural Center staff also provided diversity training for the following campus groups:

- Resident Assistants & Hall Director Training
- Student Affairs staff (in partnership with Stephen Jenkins, Affirmative Action Officer)
- Student Council for Multicultural Affairs
- Multicultural Student Employees
- Island Magic Club

The Multicultural Center partnered with the Learning Center to provide academic success workshops for multicultural and at-risk students. The workshops were “Time Management” and “Effective Reading Strategies workshops. A total of 12 students participated in both workshops.

We also partnered with Financial Aid to provide information and assistance for individual and groups of students regarding their FAFSA applications and scholarship opportunities.

### **Cultural Club Support**

- Worked with the Center for Student Involvement to support and serve as a resource for cultural clubs on campus which include - Student Council for Multicultural Affairs, La Familia (Hispanic) Student Club, International Student Association, Gay-Straight Alliance Club, Navigators (Micronesian) Club, Speel-Ya Native American Student Council, and the Polynesian Club
- Student Council for Multicultural Affairs (SCMA):  
The Multicultural Center worked very closely with the SCMA to support, endorse and assist in their effort to fulfill their goals. The SCMA goals are to:

- Increase cultural awareness and foster an understanding and appreciation of diversity among students, faculty, and staff.
  - Support cultural programs that highlight all the different groups.
  - Address student issues through communication and collaboration with appropriate campus or community constituents.
  - Serve as a campus resource for self advocacy and student issues.
- For the following clubs - La Familia (Hispanic) Student Club, International Student Association, Gay-Straight Alliance Club, Navigators (Micronesians) Club, Speel-Ya Native American Student Council and SOTA Club (Students Older Than Average), the Multicultural Center assisted in at least one of the following ways:
    - Provided secondary advising in the absence of their advisors
    - Provided leadership information on roles of each officers
    - Worked with them during elections Spring term
    - Aided them with providing information and editing Senate Allocation requests
    - Served as a resource and referral for marketing and promoting their events, partnerships in events, connecting them with faculty for event support and participation of students

### **Campus Events & Activities**

**The Multicultural Center planned, organized, and also sponsored a variety of events** on campus that increased consciousness of diversity issues and provided appreciation and awareness of other traditions and cultures around the globe. Events were as follows:

- **The Multicultural Student Orientation**  
The Multicultural Student Orientation program is designed to address specific issues related to being a multicultural student at Eastern Oregon University and aid in students' transition to being members of the EOU campus and the La Grande community. A total of 25 multicultural and international new students participated in the two-day event. Also, eight returning student leaders assisted in the Orientation program.
- **International Education & Multicultural Awareness Week, Nov. 16 – 19, 2009**  
The purpose of this celebration is to promote global understanding of various cultures and traditions of the world in an effort to expand our understanding of diversity and multiculturalism. Various events and activities were provided for participants.
  - Monday, Nov. 16 -                      EOU Jazz Combo  
   Study Abroad Panel  
   Yoga with Lisa Hill
  - Tuesday, Nov. 17 -                      EOU African Drumming Ensemble  
   International Children's Day  
   Holidays From Around the World

- Wednesday, Nov. 18 - Study Abroad Fair  
International Fashion Show
- Thursday, Nov. 19 - EOU Chamber Choir "Up Close Concert"  
Thanksgiving Feast  
Speaker Event: *Featuring a video presentation of  
Marc Kielburger: "Me to We: How to Find  
Meaning in a Material World"*

**Total student leaders & staff volunteers:** 25

**Breakout of Participants per event:**

EOU Jazz Combo	10+
Study Abroad Panel	8
International Children's Day program	50+
EOU African Drumming	50+
Study Abroad Fair	50+
International Fashion Show	25+
EOU Chamber Choir	10+
Thanksgiving Feast	30
Speaker Event	50+

*\*Overall, over 200 people participated in the weeklong series of events.*

- **Multicultural Center Open House, October 29, 2010**  
The Multicultural Center partnered with the Center for Student Involvement to present the first Open House in order to increase awareness and provide more information about services and support we offer for students.
- **Martin Luther King, Jr. Celebration, January 12 – 17, 2010**  
MKL Celebration was extended into a couple of days of activities for people to take part in and a passport program for students to acquire extra credit for their classes. Also, throughout the week, a Pledge for Nonviolence table was out for people to make a personal commitment to embracing the values of universal love, respect and courage; attributes encouraged by Martin Luther King, Jr. The schedule was as follows:
  - Wednesday, Jan. 12<sup>th</sup> – Voices of the Civil Rights film & discussion
  - Thursday, Jan. 13<sup>th</sup> – Movie: The Great Debaters
  - Friday, Jan. 14<sup>th</sup> – MLK birthday reception
  - Monday, Jan. 17<sup>th</sup> – MLK March

*\*Approximately 80 students and community members participated in the events to celebrate the life and history of Martin Luther King, Jr.*

- **Black History Month, February 2010**

Black History Month was celebrated through a film screening of the movie “Precious” based on the novel “Push” by Sapphire. The focal point was to address and discuss cultural, economic, and social justice issues present in society. The movie was followed by a coffee hour discussion the next morning led by the EOU Counseling Center staff.

*\*Approximately 75 people participated in the movie showing and the coffee hour.*

- **“PAPERS” Film Screening, May 19, 2010**

The Multicultural Center and Diversity Committee sponsored the showing of the movie “Papers” during spring term 2010. The film "Papers" is the story of undocumented youth and the challenges they face as they turn 18 without legal status. Their struggles include their lack of accessibility to higher education and receiving employment.

With EOU’s mission to provide programs that develop our students to “lead responsible and reflective actions in a diverse and interconnected world,” the goal of showing this movie was to create awareness of issues that are affecting our society and its youth. This film is reflective of discussions that are occurring both in the Federal & State level including, Oregon. This topic is a big concern for students across the nation and the film has been shown on over 35 campuses across the country, including Oregon State University. Some of the issues addressed impact our recruitment and retention efforts with regard to current and potential students of color and their parents and family members. The Multicultural Center is working with the Oregon Student Association to bring this movie to campus again in an effort to create awareness and further understanding of this topic. It is also an opportunity for us to inform and educate the EOU community on issues that are affecting a different group of young adults in America and what’s preventing them from pursuing a college education.

The purpose of showing “Papers” was to help create awareness of issues that affect our students directly and indirectly as well as provide them with a space to discuss their concerns and perspectives on this issue. It was also an opportunity for the students to get information and be well-informed on issues that are affecting a different group of young adults in America and what’s preventing them from pursuing a college education.

*\*Approximately 15 people attended this film showing and the coffee hour session.*

## **2009-10 Student Learning Outcomes & Assessment Results**

**SA81(a) :** By participating in the Multicultural Student Orientation, students will be equipped to successfully navigate the campus and utilize resources with full confidence in their ability to thrive in a college environment.

- ❖ The Multicultural Student Orientation was held on September 21, 2009. Most of the students who participated in the orientation program were involved in one or more clubs, got connected with advisors, and have been active in campus activities and events. They have also been involved in ASEOU and participated in the Oregon Students of Color Coalition Conference and Northwest Student Leadership conferences. Their initial

participation in the orientation, helped them connect with campus, gain confidence and provided them with a support resource (the Multicultural Center) that they can utilize and have been utilizing throughout the school year.

- *33 students attended the Multicultural Student Orientation and 10 returning student volunteered to assist in the program.*

**SA83 (a):** By being involved in Multicultural Center activities and events, students will increase their appreciation and understanding of diversity and multiculturalism as well as add to their ability to interact with different student groups.

- ❖ The Student Council for Multicultural Affairs focused on collaboration and understanding of the missions on other campus groups in order to increase understanding and partnerships as they work to advocate and be allies for students and the groups they represent (see Appendix A).
- ❖ Also, this outcome is a general goal in all multicultural events as we work with addressing diversity issues and promoting collaboration as well as partnerships to encourage quality programs.

**SA83(c):** By participating in various cultural awareness celebrations, students will increase their awareness and appreciation of cultural differences.

- ❖ As provided in this report, the Multicultural Center provided events and activities on campus such as International Education Week, Martin Luther King, Jr., Black History Month and other events that promote global understanding of various cultures, traditions, diversity, social justice and multiculturalism themes.

**SA84(a):** By utilizing the Multicultural Center services, students will have a place to receive assistance in a variety of areas such as scholarships, financial aid, advising, and guidance on topics that may affect an individual's educational success.

- ❖ The Multicultural Center continued to provide services that assist students with academic support including workshops on time management and reading strategies, as well as information on scholarships and funding opportunities. The staff served as a secondary advisor for 35 students and a primary advisor for 10 students in transition.

**SA85(a):** By receiving cultural support, students leaders in cultural clubs will learn cultural differences and the understanding necessary to move their club forward and be able to showcase their own culture as well as cultures of other students. (e.g., Pow Wow, Luau, Cinco de Mayo, Black History Month).

- ❖ The Multicultural Center worked with the multicultural clubs to assist with understanding roles, awareness of campus support available to the groups and leadership training opportunities (i.e. OSCC, NWSLC and SLC).



*Describe the assessments that have been made, noting especially the measures that were administered and the setting(s) where data were collected.*

- **Multicultural Center Computer Lab** – The Multicultural Center lab assistants daily record the number of students who utilize the services. Below is a total monthly tally recorded between July 1, 2009 through June 30, 2010.

MONTH	MONTHLY STUDENT CONTACTS/VISITS
July 2009	410
August 2009	196
September 2009	636
October 2009	2,405
November 2009	2,411
December 2009	1,039
January 2010	1,961
February 2010	2,390
March 2010	1,298
April 2010	1,963
May 2010	2,149
June 2010	910
<b>TOTAL</b>	<b>17,768</b>

- **Oregon Student of Color Coalition Conference** was assessed through a satisfaction survey (see Appendix B).
  - **Student Council for Multicultural Affairs** was assessed through events and activities they have participated in and the issues they have addressed or partnered with other groups to support (see Appendix A).
  - All Multicultural Center events are assessed through calculating the number of people who participate in events and activities.
- ***Present the results and conclusions you draw from your analysis of the assessments.***  
Overall, the assessments that we have for the events and programs are sufficient for what we provide as well as the staff availability to work with the results.

We have declared as a goal for next year, to work with the Director of Student Relations to develop an assessment team for the Multicultural Center programs and activities.

- ***Report actions that have been taken based on the assessment findings.***
  - Further planning is under way to consider improvements and other methods for assessments and well as quality offerings of programs.

- Debriefings have taken place to share the information with participants in an effort to improve future programs.

### **2010-11 Student Learning Outcomes**

- By being involved in Multicultural Center activities and events, students will progress in their appreciation and understanding of diversity and multiculturalism. Also, they will develop and enhance skills and knowledge through interactions with others from different backgrounds as well as interest groups.
- By being involved in the Diversity Scholarship program, students are provided an opportunity to participate in campus initiatives, workshops and activities that increase their understanding of diversity and multiculturalism. In addition, they will receive funding that aid in their academic endeavors.

### **Staff and Program Recognition –**

- Student Council for Multicultural Affairs was recognized as the 2010 Outstanding New Student Organization
- Student Club Recognition: Staff received public acknowledgement and appreciation for their support during the 2010 International Dinner & Show and the 23<sup>rd</sup> Annual Island Magic Lu'au & Show
- Conferences & Trainings: NASPA Multicultural Institute in Dallas, TX, December 2009

### **Issues/Challenges Facing the Department**

- With the growing demand from students for support services, the Multicultural Center is in need of another professional staff member.
- Continuous staff training is advantageous to be more in line with current multicultural issues.
- Networking with other similar-size campuses will help us learn new ways of continuing to improve our programs and services.
- The Center is limited in funding and will have to find other means of financial support to continue providing programs focused on diversity and multicultural awareness.

### **2010-11 Preliminary Goals**

#### ***Should be related to Mission, Strategic Planning, and EOU Repositioning Plan***

- Continue to support, partner and collaborate with campus constituents to enhance existing multicultural programs as well as develop new programs to further diversity discussion to accentuate the diversity requirement in co-curricular activities.
- Seek a temporary, part-time staff support person or graduate assistant to help provide services and support for Multicultural students.
- Continue to develop and enhance diversity programs on campus to connect and engage students, faculty and staff (i.e., Multicultural Orientation, Diversity Scholarship Connection programs, Diversity dialogue and other topics and activities around diversity issues).

- Collaborate with faculty in the HUM 112, 113 & 114 classes and connect the students enrolled in those classes to participate in diversity dialogues and activities in order to fulfill their course requirements.
- Improve resources by submitting proposals for equipment upgrades, software and technology resources in the Center (i.e., scanner, color printer and software).
- Work with Student Relations Director to conduct a Multicultural Center program evaluation.
- Student Leadership Engagement – Engage and recruit students of various backgrounds to represent EOU in the Oregon Students of Color Coalition. In addition, assist students to utilize information gained at the Coalition to develop and present programs to clubs and organizations to utilize as resources and workshops.

## **Appendix A**

### **Eastern Oregon University Student Affairs**

#### **Student Council for Multicultural Affairs 2009-2010 Year End Report**

The Student Council for Multicultural Affairs (SCMA) is an organization that consists of clubs, organizations and students of Eastern Oregon University. This document describes the council's membership, goals for the 2009-2010 academic year, addressed issues, accomplishments and suggested goals for the 2010-2011 academic year.

#### **SCMA membership**

- An Do, SCMA Coordinator
- Bakhrom Ismoilov and Janeth Marcias, SCMA Secretaries
- Bennie Moses & Colleen Dunne-Cascio, SCMA Advisors
- Ashley Cogburn, History Club
- Brynne Morningstar, ASEOU
- Courtney Parsons, Student at Large
- Deven Baremore, SOTA Club
- Jessica Warfield, NSLS
- Laura Eddy, Alliance for Social Change
- Mitch Ornelas, La Familia
- Russell Waisanen, GSA
- Suzette Soalablai, Navigators Club
- Leonettese Suiaunoa, Island Magic Club
- Frances Chen, International Student Association
- Mary Sharinghousen, Eastern Student Entertainment
- Speel-ya Club (Vacant)
- Student at large (Vacant)

#### **2009-2010 goals**

- Increase cultural awareness and foster an understanding and appreciation of diversity among students, faculty and staff.
- Support cultural and educational programs that highlight all different groups
- Address student issues through communication and collaboration with appropriate campus or community constituents.
- Serve as a campus resource for self advocacy and student issues regarding policy.
- Become a Student Fee Funded Unit (SCMA)

## **Addressed Issues**

### **Club membership**

The council started out with no active members. However, it was able to recruit nine clubs, two organizations and one student as active members within the first month of being active as an organization. The first meeting was scheduled three weeks after the council became active.

### **Club member recruitment and retention**

Toward the end of fall quarter, many clubs and organizations were having challenges with recruiting new members and keeping them active or involved with the clubs. The SCMA coordinator, secretary and advisors worked together to give a workshop on how to overcome these challenges. The council also agreed to have a club fair in the winter quarter to give clubs a chance to recruit more members.

### **Disclosure of Pierce library's history**

Brynne Morningstar, ASEOU representative, expressed a concern about the Pierce library. The concern was that the library was named after Walter Pierce, who was allegedly supported by the KKK. She suggested that the library disclose this information to the public. The council discussed and agreed to support the discussion about this with the Library Director.

### **Cultural and Diversity requirement**

The council voted to support the implementation of the Cultural and Diversity (Diversity Power and Discrimination) graduation requirement. The council believed that this requirement was important for future students because it prepared EOU students for the increasingly globalized work and living environments. On February 24, 2010, the council's coordinator, An Do, wrote and signed the letter of support.

### **Financial Aid Office service**

Several SCMA representatives expressed their concern about service provided by the Financial Aid Office. Specifically, there were some issues with how the Financial Aid Office interacted with existing and prospective EOU students. After much discussion, the council concluded that this was an important issue because it might affect EOU's enrollment and reputation among underrepresented groups. The Council voted to support ASEOU in sending a complaint to the Financial Aid Office because ASEOU was also working on this issue.

### **Aramark's catering service**

Toward the end of the spring quarter, the council advisor, Bennie Moses, brought up some concerns about Aramark's service to clubs when they ordered catering. Several council members also reported similar concerns. The council coordinator gathered the information from the council members and wrote a report to Hailey Wolcott, the advisor for ASEOU, and Bennie Mosses, the council advisor. Both advisors had a meeting with Aramark manager, Mike Morse, and the Vice President for Student Affairs, Dr. Camille Consolvo, to resolve this problem. The result was that Aramark agreed to improve their service and that all catering orders from student clubs and organizations would go through Le Alexander, Facilities and Scheduling Manager, and he would then work with Aramark.

## **Accomplishments**

### **Winter club fair**

The student council and its members collaborated with the Center for Student Involvement to host a club and organization fair on Preview Day. This event was a great success and was well attended by clubs.

### **International Student Dinner & Show**

The council members cooperated and help the International Student Association with their annual dinner and show. The show was a great success and attracted many community members.

### **Becoming student fee funded unit**

During the winter quarter, the coordinator, secretary, advisors and representatives worked together and wrote a request for the council to become a student fee-funded unit. This decision was made because the council needed funding for its activities and it did not want to compete with clubs for funding from Senate Allocation Committee and Vending Committee. Toward the end of the winter quarter, the Student Fee Committee approved the request and granted the full amount the council had asked for in the petition. This was a big step towards the council to better serve EOU and its students for the 2010-2011 academic year.

### **The 2009 Oregon Students of Color Coalition conference (OSCC Conference)**

Working with the Multicultural Center and Bennie Moses, the council helped send twenty EOU student leaders to the annual OSCC conference, making EOU the biggest delegation at the event. This was a great learning experience for many students while it successfully brought attention to EOU at the state level.

### **Northwest Student Leadership Conference (NWSLC)**

In the winter term, the council also cooperated with ASEOU and the Multicultural Center to send eighteen EOU students to the annual NWSLC. This trip was also a great success because the students were able to bring back knowledge and they presented at the EOU Leadership Conference in April.

### **The EOU Student Leadership Conference**

In spring term, the council coordinator worked closely with the Hailey Wolcott and the EOU Leadership Conference board to plan and hold the annual EOU Student Leadership conference. It was well attended by more than one hundred EOU students.

### **Island Magic Dinner & Show**

During the spring term, the council members also cooperated and helped the Island Magic Club with its annual luau and show. The event attracted more than two hundred community members, EOU faculties and students. It was a great success.

**Suggested goals for next year:**

- Increase EOU community's awareness about SCMA and its ability to help.
- Increase SCMA membership by recruiting more clubs and students.
- Organize a retreat to train the council's representatives and develop their cultural competence.
- Revise the SCMA's constitution.

## Appendix B

### 9<sup>th</sup> Annual Oregon Student of Color Coalition Conference Evaluation Form

**Student Evaluator:** \_\_\_\_\_

<b>STUDENT NAME:</b>						
Participated in all the workshops committed to						
Willingly accepted given tasks						
Contributed positively and enthusiastically to the group						
Helped others feel accepted and comfortable						
Portrayed a positive attitude towards each aspect of OSCC trip (travel, room, workshops, etc.)						
Worked well with other members of the team						
Respected each group member's opinions						
Contributed useful ideas						
Helped keep the group focused on the task						
Demonstrated reverence for individuals in all forms of communication						
Gave feedback in a courteous constructive way						
Accepted responsibility for own actions						
Supported university policies and priorities						
Handled interpersonal conflicts constructively						
Demonstrated willingness to try new approaches						
Involved everyone actively in the decision making						
Overall, was a valuable member of the team						

1. What did you like most about the conference?
2. What did you like the least about the conference?
3. How did you exhibit positive behavior during this trip to motivate the members of your delegation?
4. Which of the workshops, speaker or topics were most useful to you personally and the group you represent?
5. Which of the workshops, speaker or topics were the least useful to you personally and the group you represent?
6. What was your overall opinion of the quantity, quality, and relevance of the OSCC Conference?
7. Please offer suggestions on how we could improve future EOU professional development opportunities?
8. Did you have any concerns about this trip (roommate issues, participants, behaviors/attitudes, tensions, etc...)?



9. Do you have any commendations about this trip (roommate issues, participants, behaviors/attitudes, tensions, etc...)
10. Additional Comments:

**OREGON STUDENTS OF COLOR COALITION CONFERENCE  
INDIVIDUAL STUDENT EVALUATIONS OF EACH PARTICIPANT  
Conference Date: November 13-15, 2009**

Each of the students that participated in the OSCC Conference, were asked to complete an individual evaluation of each other. Below is the overall total rating of each of the 31 participants after they were evaluated by their peers.

<b>Evaluation Criteria</b>	<b>Overall Performance Rating</b>
Participated in all the workshops committed to	4.8
Willingly accepted given tasks	4.6
Contributed positively and enthusiastically to the group	4.52
Helped others feel accepted and comfortable	4.46
Portrayed a positive attitude towards each aspect of OSCC trip (travel, room, workshops, etc.)	4.52
Worked well with other members of the team	4.53
Respected each group member's opinions	4.46
Contributed useful ideas	4.49
Helped keep the group focused on the task	4.43
Demonstrated reverence for individuals in all forms of communication	4.52
Gave feedback in a courteous constructive way	4.46
Accepted responsibility for own actions	4.63
Supported university policies and priorities	4.62
Handled interpersonal conflicts constructively	4.59
Demonstrated willingness to try new approaches	4.41
Involved everyone actively in the decision making	4.44
Overall, was a valuable member of the team	4.65

**9<sup>th</sup> Annual Oregon Students of Color Coalition Conference**  
**Debriefing Meeting, November 30, 2010**  
**Student Participant Feedback**

**1. WHAT DID YOU LIKE MOST ABOUT THE CONFERENCE?**

- I had a favorite speaker Cyreena Boston
- A variety of workshops to choose from
- Most workshops are useful and relevant
- There was so much knowledge there and everyone was incredibly inspiring
- The great atmosphere during the workshops, the interaction between all the participants, and the sharing of experiences.
- I liked all the different ideas that were brought to the table that we all got to discuss
- I liked most of the workshops I went to.
- Learning from the workshops and getting to network with other students of color
- New knowledge gained
- Getting to know/network with people from other schools
- The people from different cultures and schools
- Meeting other students from around Oregon doing the same thing as us
- The speakers and sessions were all great and very informal
- No doubt, the diversity. It's not something as prominent here in rural Eastern Oregon.
- The environment and everyone's positive attitudes

**2. WHAT DID YOU LIKE LEAST ABOUT THE CONFERENCE?**

- Timely
- Very full schedule. Little time to relax and reflect on workshops
- The Rain
- It was only 3 days
- Good
- Keeping track of the delegation, policing (tried to keep it to a minimum, but for necessary things like leaving the hotel and making sure not to leave anyone)
- Not enough time
- A particular workshop I went to that was very unprofessional and rude
- Nothing really, I enjoyed the opportunity
- The drama that came with certain people, and how they caused us to be late.
- That some students didn't use the chance to learn from the trip as much as they could have learned
- The dance and the poor driving ability of my driver. I didn't know if I was going to make it a few times
- The food
- Food isn't that great

**3. HOW DID YOU EXHIBIT POSITIVE BEHAVIOR DURING THIS TRIP TO MOTIVATE THE MEMBERS OF YOUR DELEGATION?**

- Attend all workshops that I can
- Take notes during workshops
- I would always talk about how excited everything was and would ask how everyone's workshops went
- I talked to as many of our students as possible, asked them about how they like the conference and the workshops. I tried to help everyone who had questions or any concerns
- I tried to bring my extrovert personality to get people pumped about workshops, speakers and the dance. I tried to incorporate everyone in all activities
- Participated in most of the workshops
- By listening to others and respecting others
- Applied issues discussed on conference to life on campus
- I was excited about the trip and talked up all the workshops and speakers
- Positive and motivate
- Brought new ideas to the table and picked workshops people weren't in, to fill spots.
- Keeping a positive attitude
- Ensuring a constant positive spirit, attitude and aura in any situation. I appreciated the blessing of being able to be there.
- By being in a positive mood and discussing issues with others

**4. WHICH OF THE WORKSHOPS, SPEAKER OR TOPICS WERE MOST USEFUL TO YOU PERSONALLY AND THE GROUP YOU REPRESENT?**

- Multicultural and the R.E.S.P.E.C.T.
- Represent: ally
- The LGBT themed workshops such as "Xoteria...." And "Queering Spaces"
- The leadership and lobbying workshops were the best.
- The final speaker was great too
- Men of color
- Spice up your meetings
- Everyone was great, the workshops and the guest speakers was great.
- "Indian Mascots" both for the group I represent and my hometown
- Everyone loves a Good Party – Brilliant ideas on organizing events
- The last workshop session "Women of Color in Society"
- Spicing up the meetings
- PISA workshops
- Cyreena Brown- Speaker, she was young, in politics and a woman, which speaks to me
- I really liked the workshops about "goal setting" and "organizing", as well as the last speaker who works for an organization in Oregon that helps prostitutes. The women worked in Portland. She made an amazing speech! She had great points and arguments and I have a lot of respect for what she achieved in her life.
- How to be a good ally, domestic violence, creating safe spaces, emergency contraceptives

- PISA workshop, Cyreena Boston Speech
- Workshops on goal setting, recruitment and leadership development

**5. WHICH OF THE WORKSHOPS, SPEAKER OR TOPICS WERE THE LEAST USEFUL TO YOU PERSONALLY AND THE GROUP YOU REPRESENT?**

- How to campaign
- The workshop about education Incarceration wasn't really important and it was a bad presentation.
- The one on coalitions
- I had hoped to learn more from the Multiracial workshop and the workshop about cultural or traditional values. The topics are great but the content was weak
- Let's Party like its 1491. The information was interesting, but the way it was presented was not useful
- Let's party like its 1491
- Let's party like its 1491 I did learn useful information about Native American history but the presenter was quite rude
- Career in non-profit organizations
- "Making a Career out of Organizing"
- Racism in Laws and Institutions
- Political speaker-worked on Obama's campaign
- The first workshop I attended mostly because of the WSU student causing a disturbance and problems the entire workshop
- I can't think of one that wasn't productive
- Racism in Laws and Institutions
- Rep: ally

**6. WHAT WAS YOUR OVERALL OPINION OF THE QUANTITY, QUALITY, AND RELEVANCE OF THE OSCC CONFERENCE?**

- It was good. Some areas needed a little help where others were really good
- Quantity=AMAZING! Quality=pretty good for a non-profit conference! Relevance=though not a POC, I felt like I fit in, and learned a lot about myself and others
- I found it to be great. Lots of great workshops. Not enough time
- It had lots of info that applied to students of color that was useful and relevant to us.
- It was very exceptional
- It was amazing!
- Excellent, but needs to be updated by current issues also
- It was very organized and is definitely a great resource for students of color especially in this state where we are very underrepresented
- I liked the conference. It was very helpful
- I thought it was fantastic. It really helped me see other's points of view
- It was awesome, interesting, entertaining, educational and plenty of fun !!!
- It was great and so informative Grade: A
- It was the best one.... So far

- This conference is really useful. I learned a lot from it and definitely recommend it to my friends.

**7. PLEASE OFFER SUGGESTIONS ON HOW WE COULD IMPROVE FUTURE EOU PROFESSIONAL DEVELOPMENT OPPORTUNITIES?**

- We should have more guest speakers to come give more workshops and continue to send students to different trainings
- Set participants from various group on campus to participate in the conferences
- Make sure everyone is serious, because it is hard to be excited to go to workshops and be excited to learn while others are there just to be in Portland
- I think the trip was perfectly organized and well structured!
- Set clearer expectations for delegates that are sent, and have contracts with delegates so they know repercussions of their actions
- Have more students participate in development opportunities
- Our school doesn't incorporate any workshops specially aimed at empowering and involving students of color here at Eastern
- Add workshops stressing current global issues
- Clearer delegation expectations, contracts for those who dropped out to pay for the loss
- Advertise the events more, have a clearer understanding given about the event
- I think it was great
- Maybe leave a day earlier and plan a "EOU Group Activity" to help everyone get to know each other and bond a bit

**8. DID YOU HAVE ANY CONCERNS ABOUT THIS TRIP? (ROOMMATE ISSUES, PARTICIPANTS' BEHAVIORS/ATTITUDES, TENSIONS, ETC...)**

- No
- Some people switched up rooms
- Next time, no car racing on the freeway!
- The driving!
- No, I didn't
- Yes. I've heard rumors about two girls who went and were surprised when they came true. Gossip, loud attitudes, and complaining are no fun to hear.
- No, in general, I didn't. The attitude overall was better than it was when I attended last year, so that was good.
- Yes, time management (getting from hotel to PCC)
- No, everyone was nice
- No issues
- Nope, it was great
- NOPE!

**9. DO YOU HAVE ANY COMMENDATIONS ABOUT THIS TRIP? (ROOMMATE ISSUES, PARTICIPANTS' BEHAVIORS/ATTITUDES, TENSIONS, ETC...)**

- I hope they'll provide better food next time
- I got along very well with all participants. Of course, there are always people with whom you spend more time than others. But all participants and EOU students did a great job!!!
- I think that Courtney did an awesome job! Rufaro and Casey presenting was awesome!
- I liked my roommates ☺
- No, everything went well, no one got in each other's way, just did our own thing, and worked together when necessary.
- Everyone was good and supportive the entire trip

**10. ADDITIONAL COMMENTS:**

- No
- Some people were a bit loud and inconsiderate
- I would love to share my experience and gained knowledge with other EOU students
- Thank you very much for giving me the opportunity to attend the OSCC Conference. Courtney and Rufaro did a great job in organizing and keeping everybody informed throughout the conference!!!
- I love the fact that I got involved with this. It was a great leadership experience. I think that a lot of people would agree the 9<sup>th</sup> annual OSCC rocked!
- Thank you!
- Overall, the conference was great! Only a few minor issues
- Thank you SO MUCH for enabling me to attend this conference! I learned so much! Thank you!
- It was fun, I learned a few things and I'm glad I went