



## EASTERN OREGON UNIVERSITY

### **Student Affairs 2011-2012 Annual Report**

**Department/Unit:** Multicultural Center

**Mission Statement:**

The mission of the Eastern Oregon University Multicultural Center (MC) 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.

#### **2011-2012 GOALS AND GOAL ATTAINMENT SUMMARY**

**Student Affairs Theme One:** *EOU has high quality liberal arts and professional programs that prepare students for the world and beyond.*

**Student Affairs Goal One:** *Foster and assess student learning*

**Multicultural Center Goal 1:** **Work with Student Council for Multicultural Affairs (SCMA) to create a formal process of assessing activities and evaluating staff performance and accountability.**

**Status:** During the 2011-2012 school year, a reevaluation of the SCMA structure took place. Although the purpose and intent of the SCMA has been beneficial for students, the structure has proven weak in establishing a commitment from the identified CORE membership groups. A proposal for a new structure of recruitment and participation was presented, reviewed, and approved by the active members of the SCMA, the ASEOU VP for Diversity and Equity, the ASEOU VP for Finance, as well as members of the Multicultural Center and Student Affairs staff. In addition, a multicultural competence course was put in place during spring 2012 to educate students interested in serving various roles in the SCMA. Within the proposal, the focus of the current members shifted towards building a stronger more effective way of involving the students. As a result of the restructure, an establishment of a formal evaluation process did not take place. Creating a recruitment process became a more practical and critical step to take before evaluating staff especially when they were struggling to hold their constituents, who were

not aware of the expectation bestowed on them to be held accountable to the SCMA. See Appendix A for the details of the proposal and structure.

**Student Affairs Theme Two:** *EOU is a regional University with a deep sense of commitment to students where they are.*

**Student Affairs Goal Three:** *Serve students where they are.*

**Multicultural Center Goal 2:** Collaborate and partner with Center for Student Involvement to identify support services that assist in enhancing our programs without duplicating efforts.

**Status:** An initial meeting has taken place to identify services provided by CSI and MC for clubs/organizations and how it is differentiated and not a duplication of efforts. The MC will continue to house mailboxes for the various diversity-focused clubs, will work with the Gay Straight Alliance group for additional support and continue to support student leaders with answering questions about policies, procedures and refer the students to the Center for Student Involvement for processing paperwork and documentations. Collaboration and open communication between the two departments will continue to take place to better identify programs, services and support of the groups.

**Student Affairs Goal Four:** *Make excellence inclusive.*

**Multicultural Center Goal 3:** Develop, coordinate, and implement a winter term Multicultural Student Conference.

**Status:** During fall term 2011, a committee was created to begin the process of planning for the first diversity conference at EOU. The conference was named CEAD which stands for *Celebrate, Education & Appreciate Diversity Conference*. It was held on Saturday, February 11, 2012. The conference goals were to (1) provide an opportunity for students to learn from others whose background, beliefs, and perspectives that are different from their own and to gain a broader understanding of differences in groups, backgrounds, cultures, and practices; (2) promote personal growth and skills that encourage critical thinking and enable students to effectively communicate with people of varied backgrounds and world views; and (3) increase students understanding of power, privilege, biases, and stereotypes and how it impacts their interactions and perceptions of diversity.

Approximately 60 students and 15 volunteers attended the conference using a professional conference-style setting. Registration began at 8:30am followed by an opening plenary speaker and then three, one-hour breakout sessions. Participants selected one of four workshop session options, each addressing a different diversity topic. A total of 14 workshop presentations were available for students. The conference included a buffet lunch, recognition ceremony, and a closing plenary speaker.

Students were invited to evaluate each session and the conference as a whole. For participation in the conference and completion of the surveys, participants received a CEAD Conference t-shirt, and a certificate identifying that they have completed four hours of diversity training. See Appendix B for CEAD workshop and overall conference evaluations.

**Student Affairs Theme Four:** *EOU provides personal, student-centered experiences in curricular and co-curricular programs.*

**Student Affairs Goal Nine:** *Ensure access and success for all students.*

**Multicultural Center Goal 4:** Continue the Multicultural program evaluation. Complete the review and assess the feedback to start the process of a strategic plan for the Multicultural Center programs and services.

**Status:** A committee was created to evaluate the Multicultural Center using the tools provided by the Council for the Advancement of Standards in Higher Education (CAS). An evaluation and assessment took place and a final report was submitted at the end of spring 2012. See Appendix C for the full report.

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

### **Academic & Social Support**

The Multicultural Center provided support and referral services for individual students in the following capacities:

- Advised students regarding policies & procedures, resources, and other university services.
- Advocated and served as a liaison on behalf of students regarding their coursework, financial obligations, and other issues that impact their success.
- Counseled students seeking involvement opportunities to various resources that fit their current interests and career goals.
- Assisted students and diversity-focused groups in identifying and gaining access to institutional resources and services.
- Advised and assisted diversity-focused clubs with planning and implementation of cultural club activities and events on campus.
- Hosted financial aid and scholarship workshops which provided information to students about FAFSA application processes and procedures, scholarship opportunities and general financial aid inquiries.

### **Conferences, Workshops & Trainings**

The Multicultural Center hosted and partnered with other groups to provide opportunities for students and the campus community to increase their understanding of multiculturalism and diversity as they relate to leadership development, multicultural competence, and awareness of discrimination, social justice, and equity issues. These trainings, presentations, and conferences included the following:

- Resident Assistants & Hall Coordinators Training
- Multicultural Center staff training
- Undocumented Student Webinar
- 2011 Oregon Students of Color Coalition Conference in Eugene, OR
- SAFE Zone Trainings
- Celebrate, Educate & Appreciate Diversity Conference

### **Cultural Club Support**

- Worked with the Center for Student Involvement to define support services and resources for diversity-focused clubs and organizations including Student Council for Multicultural Affairs, La Familia (Hispanic) Club, International Student Association, Gay-Straight Alliance Club, Navigators (Micronesian) Club, International Student Association, Black Student Union, and Speel-Ya Native American Student Council.
- The Multicultural Center worked closely with the Student Council for Multicultural Affairs to support their day-to-day needs, endorse and assist in fulfilling their goals for the year. In addition, the MC partnered with the SCMA to make diversity-focused programs available to students including participation at the Oregon Students of Color Coalition conference, Celebrate, Educate & Appreciate Diversity Conference and Black history month events.
- Worked with the following clubs International Student Association, Navigators (Micronesian) Club, Speel-Ya Native American Student Council, Gay Straight Alliance, Black Student Union, and Island Magic club in at least one of the following capacities:
  - Providing secondary advising in the absence of their primary advisors
  - Provided leadership information on roles of each officer
  - Assisted with bill notification, bill pay, event/program planning, and provided information and editing with Senate Allocation requests
  - Provided referral service and identified campus resources that student clubs could utilize in planning, marketing and promoting their events, as well as connecting them with faculty for event support and participation of students.

### **Campus Events & Activities**

A variety of programs and events were planned, organized, sponsored and supported by the Multicultural Center to increase awareness and appreciation of differences/diversity. Events were as follows:

- **Mocktails at the MC, *September 24, 2011***

This was a partnership event with Eastern Student Entertainment to support and welcome new students during the annual Hoke late night. This social event provided exposure of the MC, its resources and staff to the incoming freshmen.

- **Film Showing: *Trouble the Water, October 26, 2011***

This was a partnership event with First Year Experience program to as a form of diversity awareness and education about the social, economic, and political issues related to Hurricane Katrina.

- **Multicultural Center Open House, *October 28, 2011***

The Multicultural Center, in partnership with the Center for Student Involvement, hosted our second annual Open House to increase awareness and provide more information about services and support that the two departments offer for students. Over 100+ students showed up for the open house and participated in the activities.

- **International Education & Multicultural Awareness Week, *November 14 – 18, 2010***

The purpose of the 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. The Multicultural Center and International Student Program collaborated with campus departments and individuals to plan a variety of events during the week. This year's events were as follows:

- **Monday, November 14**

- Speel-Ya Indian Taco Fund Raiser
- Zumba Shake with Ikaika Alapa'i
- Film & Discussion: "The Listening Project" a documentary by Dominic Howes & Joel Weber; Discussion facilitated by Bennie Moses

- **Tuesday, November 15**

- Meet and Greet Coffee with President Davies

- **Wednesday, November 16**

- Study Abroad Fair
- Study Abroad Panel
- Homesick? Making EOU Your Home Away From Home!
- Zumba Shake with Ikaika Alapa'i

- **Thursday, November 17**

- Survival by Scholarship
- "Good Eats", an Alton Brown video from the Food Network

- **Friday, November 18**
    - International Fashion Show
    - International Student Potluck
- **Tour of the Tamástslíkt Cultural Institute, November 4, 2011**  
 In observance of Native American Heritage month, the Multicultural Center sponsored a group of students in the HUM 112 class (Introduction to American Language and Culture), to tour the Tamastslíkt Cultural Institute in Pendleton, OR. The tour was focused on Native American culture and history of the Umatilla, Cayuse, and Walla Walla tribes. There were 18 students and 2 staff who participated in the tour.
- **Martin Luther King, Jr. March, January 16, 2012**  
 The Multicultural Center partnered with the Black Student Union to coordinate the annual MLK, Jr. day march. The march was scheduled for 11:00am at Max Square in downtown La Grande and end in Hoke Main Lounge, EOU campus. Light refreshments were served and an open-mic program took place where participants were invited to share a poem, song, or reading focusing on diversity, human rights, or related issues.
- **Celebrate, Education & Appreciate Diversity Conference, February 11, 2012**  
*See Multicultural Center Goal 3 for conference details.*
- **Portraits of Courage: African Americans You Wish You Had Known, February 13, 2012**  
 In honor of Black History Month, the Multicultural Center and Student Council for Multicultural Affairs supported the Black Student Union in the month long event planning for Black History month. In addition, the MC and SCMA sponsored a program titled *Portraits of Courage: African Americans You Wish You Had known*; a production presented by Will & Company which examines noted African-Americans and their contributions to American history.
- **Film Showing: The Help, March 15, 2012**  
 In honor of Women's History month, the Multicultural Center partnered with the Women's Research and Resource Center to show the film *The Help*. The film is about an aspiring white female author during the 1960s who decides to write a book about African-American maids and their viewpoints on white families for which they work for, and the struggles they face on a daily basis.

### Other Services

- **Multicultural Center Computer Lab**

The Multicultural Center offers a computer lab equipped with 12 computers for students' access on individual or group work on a daily basis. The computers have software programs that support student success. A student lab assistant helps with software problems and troubleshooting. The Multicultural Center and computer lab is open for workshops/trainings. Faculty members also utilize the lab for class sessions.

The Multicultural Center hours of operations are:

Sundays - 1:00pm to 9:00pm

Mondays through Thursdays - 8:00am to 9:00pm

Fridays - 8:00am to 6:00pm

Saturdays - CLOSED

**Multicultural Center Computer Lab Use** – The Multicultural Center lab assistants record the number of daily individual contacts who utilize the computer lab every half an hour. This does not include people in utilizing the Multicultural Center lounge space, study table or pool table area. The following table shows the total monthly usage for the period of September 1, 2011 through June 15, 2012.

2011-2012 COMPUTER LAB USAGE TALLY	
MONTH	STUDENT CONTACTS/VISITS
July*	0
August*	0
September	654
October	1,754
November	1,620
December (Ends Dec 9 due to holiday break)	368
January	1,109
February	1,156
March	1,029
April	1,298
May	1,463
June 2011 (Ends on June 15)	641
<b>TOTAL</b>	<b>16,799</b>

*\*The Multicultural Center does not tally student usage in the computer lab from June 16 to September 15 each year due to inactivity and limited use.*

## **2011-2012 Student Learning Outcomes & Assessment Results**

### **LO1: *Celebrate, Educate and Appreciate Diversity Conference:***

Students will learn about inclusive language and gain skills that will enable them to be reflective of their identity and become effective campus leaders and advocates for creating and promoting safe spaces and a more inclusive campus community.

#### ***Assessment:***

The assessment will be based on the evaluations submitted by the conference participants regarding the workshops they attended and the overall conference.

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

The Celebrate, Educate and Appreciate Diversity conference was held on February 11, 2012. The conference goals were to (1) provide an opportunity for students to learn from others whose background, beliefs, and perspectives are different from their own and to gain a broader understanding of differences in groups, backgrounds, cultures, and practices; (2) promote personal growth and skills that encourage critical thinking and enable students to effectively communicate with people of varied backgrounds and world views; and (3) increase students understanding of power, privilege, biases, and stereotypes and how it impacts their interactions and perceptions of diversity.

#### ***Results and conclusions from analysis of the assessments***

See Appendix A for details on the workshop and overall conference evaluations.

#### ***Actions that have been taken based on the assessment findings***

Based on the assessments, the Multicultural Center will continue with coordinating and planning the CEAD conference. It the only diversity conference offered on campus for all students and an important part of EOU's mission.

### **LO2: *Heritage Month & Diversity Awareness Learning Outcome:***

Students will increase awareness and appreciation of social and cultural differences among individuals and have a better understanding of the diversity of various social and cultural groups that make up our campus community.

#### ***Assessment:***

The assessment will be evaluating the number of students who participate in the programs/activities.

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

The Multicultural Center collaborated and partnered with other groups to organize programs in that highlighted diversity and multicultural awareness as well as the various heritage months including, International Education & Multicultural Awareness, Native American Heritage, Martin Luther King Jr. march, Black History, and Pride week.

The assessment made was a headcount made during the event. The following is a list of the events and the number of participants. Faculty partnerships represent the number of faculty that encouraged their students to attend and provided extra credit.

- International Education & Multicultural Awareness
  - Total participants for the entire week was approximately 150 students and volunteers
    - *Faculty partnerships – 1*
- Native American Heritage Month
  - Tamastslikt Cultural Institute – 20 participants
    - *Faculty partnerships – 1*
- Martin Luther King Jr.
  - March & Open Mic – Approx. 40 participants
    - *Faculty partnerships – 0*
- Black History Month
  - Portraits of Courage – 15 participants
    - *Faculty partnerships – 0*
- PRIDE Week events
  - Total participants for the entire week was approximately 125 students, community members and volunteers
    - *Faculty partnerships – 2*

#### ***Results and conclusions from analysis of the assessments***

Although there was no minimum target participation numbers identified in the beginning of the year to be used to measure success, on average there were over 25 participants at events this year. Collaboration with faculty, staff, student clubs and other departments have also helped enhance student participation.

#### ***Actions that have been taken based on the assessment findings***

Based on the analysis, we have found that continued partnerships with faculty, staff, student clubs and other departments is critical to getting the numbers we need for participation as well as involving more students. We hope to grow our event participation through marketing and utilizing OrgSync.

### **Staff and Program Recognition**

- Bennie Moses was awarded the Student Club/Organization Advisor of the Year award 2012

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

- An additional staff member and resources to support programming would be helpful. The MC relies heavily on work-study to fund student employees to maintain its hours of operation during the academic year.

- With the new SCMA reorganization, the MC Coordinator will have to prioritize her time to maintain the current operation, teach, and provide adequate training, assistance and supervision to newly hired student staff in addition to maintaining proper training supervision for the current staff.

## **2012-13 Preliminary Goals**

### ***Related to Mission, Strategic Planning, and EOU Repositioning Plan***

- Develop a Multicultural Center Five Year strategic plan with some learning outcomes and begin implementation of the first year goals identified.
- Review the current offerings and identify programs and services that enhance sustainability and student success.
- Continue to work with Center for Student Involvement with regard to duplicating efforts and services offered with regard to the renovation.
- Secure additional financial support for the Celebrate, Educate and Appreciate Diversity Conference annually.
- Implement the approved SCMA reorganization plan and the recruitment of council members; also create a formal process of evaluation for both SCMA Co-coordinators and Council members.
- Continue to offer the SCMA Diversity and Inclusion course and begin the necessary steps to move the course forward for approval by the EPCC for a permanent course number

## **APPENDIX A**

### **2011-2012 Student Council for Multicultural Affairs Proposal**

#### **Current Mission**

The mission of the Student Council for Multicultural Affairs (SCMA) is to contribute to Multicultural awareness and competence across the Eastern Oregon University campus. SCMA advocates for social justice based on socioeconomic status, ethnicity, sex, culture, religion, age, gender, sexual orientation and disability.

#### **Current Goals**

- Increase cultural awareness and foster an understanding and appreciation of diversity among students, faculty, and staff.
- Support cultural programs that highlight 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.

#### **Introduction**

The Student Council for Multicultural Affairs has been active for over five years. The organization has gone through two structural changes and constitutional amendments. During the organization's life, it has progressed tremendously. During the last two years, the SCMA became a student fee funded organization. SCMA programs and activities include supporting diversity initiatives, awareness programs, and diversity education and training for students. In addition, the SCMA has established a space where underrepresented students are able to address issues, make connections, create support systems, and develop a deeper understanding of their own history and identities. Students who have been involved with the SCMA have benefited in campus experience, acquired skills, and knowledge that deepen their understanding of multiculturalism and also developed as student leaders.

Although the purpose and intent of the SCMA has been beneficial for students, the structure has proven weak in establishing a commitment from the identified core membership groups. It has always been the intention that the members in the clubs and organizations are the target population that SCMA focuses on as an interest group. Representatives were designated by the club officers to represent the club/organization and address issues on behalf of the members of the clubs/organizations.

Under the current structure, the SCMA coordinator visits with club leaders and members with the intention of developing a relationship/partnership, informs them of the SCMA and its goals, and solicits their participation in SCMA. Because clubs/organizations are not always activated in the beginning of the fall term, it creates issues with SCMA being able to connect with all representatives early in the school year and begin working with them to address issues, network, and plan for upcoming events, trainings and forums. In addition, due to the timing, officers/members of these groups are still transitioning into their roles and are not always ready to participate or identify issues their members face or may be dealing with yet. This creates a

lack of participation and representation of their group in the SCMA and eventually leads the groups to not recognize the SCMA as an important entity in which to participate. The fact that the students are invited to participate in the organization does not guarantee that they will choose to be involved. There may also be a lack of a sense of ownership in the SCMA because it is not their own personal choice to participate.

## **NEW PROPOSAL**

The new proposal for the SCMA involves student representatives being invited/nominated to apply or choose to participate based on their interest in being involved in initiatives that promote diversity education, multicultural understanding, and awareness. The students who are selected to serve as members of the SCMA will become called SCMA Council Members, student leaders that serve as Multicultural Center ambassadors.

Under this new structure, the SCMA will maintain its current mission and goals. They will be fulfilled by the membership through their assigned roles.

### **Membership Structure**

The membership structure will consist of the two paid Co-Coordiators, and volunteer council members.

The Co-coordinators will work with the Multicultural Center staff and volunteer council members with the following:

- Provide support for campus community (i.e., tabling at Preview Days, Mountaineer Days, Class visits, Student panels, Discover Your Future programs, etc.)
- Assisting with planning diversity programs & events
- Assist with planning and presenting mini-trainings and workshops (i.e., Safe Zone, Facilitating Safe Spaces workshops, Event planning, Time management and Intergroup Dialogues)
- Showing support for/of diversity clubs/orgs by being a resource, collaborating on events, and participating in events to show SCMA support
- Day-to-day organizational tasks of the council members;
  - Communicating information to SCMA council members regarding schedules, meetings, programs, forums, trainings, and other volunteer opportunities
  - Website and OrgSync maintenance
  - Scheduling and facilitating meetings and trainings
  - Help with coordinating members to work on planning and preparations for SCMA sponsored programs and events
- Serve on the Celebrate, Educate & Appreciate Diversity (CEAD) Conference Planning Committee
- Submit a proposal for a workshop presentation(s)

The Council members will serve the SCMA by:

- Completing an SCMA member profile for posting to the SCMA website and the bulletin board

- Attending 2-3 club/organization meetings to discuss the SCMA and their role as an advocate/ally
- Attending 1-2 events sponsored by the organization/s they visited
- Volunteering when necessary to do the work needed for SCMA members (i.e., committee work, event planning, student panel, Preview Day, etc.)
- Attending meetings and reporting on their initial visit and events attended. Providing feedback on individual discussions they had with members, or issues they saw that should be further explored, or have leadership development/support provided.
- If assigned a student to work with as a mentor, meeting with them at least once every two weeks.
- Attending SCMA meetings, trainings and sponsored events
- Attending the annual SCMA member retreat and the club/organization fall mini-conference
- Serving on the Celebrate, Educate & Appreciate Diversity (CEAD) Conference Planning Committee
- Submitting a proposal for a workshop presentation(s)

#### **Benefits of membership:**

- Professional training opportunities
- Opportunity to make a difference by being involved in planning and determining diversity /programs for campus.
- Gain experience in public speaking, group facilitation and cultural workshop development
- Build skills, knowledge and experience that will enhance leadership skills
- Opportunity to mentor
- Recommendation letters
- Recognition for service to the SCMA and campus community

#### **General requirement of SCMA member**

- Submit an application for a council member position in the SCMA
- Participate in an individual and group interview process
- Register for the *Thinking Critically About Diversity and Inclusion* course in the spring
- Maintain a minimum GPA of 2.5
- Attend SCMA meetings, trainings and sponsored events
- Attend the annual SCMA member retreat and the club/organization fall mini-conference
- Attend Oregon Students of Color Coalition conference in the fall term

## **APPENDIX B**

**For information found in Appendix B, please contact the Multicultural Center Coordinator.**