

Division of Multicultural Affairs & Community Engagement
Report to the WSU Board of Trustees
September 2013

Diversity Data

Preliminary enrollment data for fall 2013 indicates that we have a significant, welcome increase in international students. In contrast we continue to see a decrease in American minority students, particularly African-American students, as a percent of our incoming class. Once the enrollment data for fall 2013 is finalized, specific numbers related to these trends will be shared.

Personnel Changes

I am pleased to announce the appointment of Matthew Boaz as the Director of Equity and Inclusion (formerly Affirmative Action) effective September 16, 2013. Mr. Boaz most recently served as the director of the Office of Equal Opportunity and Access at the University of Cincinnati. Prior to his arrival at Cincinnati, he served as the Assistant Vice President of Institutional Diversity and the Director of the Office of Equity and Equal Opportunity at Miami University in Oxford, Ohio. Matthew has also worked as a Compliance Officer in both Baltimore and Pittsburgh for the U.S. Department of Labor, Office of Contract Compliance Programs. He is a member of the American Association for Affirmative Action (Quad-A) and the Columbus-Dayton-Cincinnati Industry Liaison Group (CDC ILG). He is a graduate of Bowling Green State University with a B.A. in ethnic studies and interpersonal communication, along with an M.P.A. in public administration.

Mr. Tony Ortiz, former lecturer in Kinesiology at WSU and the Governor's Latino Community Liaison, has been appointed Interim Assistant Vice President for Multicultural Affairs & Community Engagement. A national search will be conducted beginning later this fall to fill the position on a permanent basis.

Programs and Events

The following are highlights from a sample of the array of cultural programming conducted by the division.

Hispanic History Month Programming: A number of programs are planned to celebrate Hispanic culture on the WSU campus between September 15 and October 15, 2013. The first speaker on September 12 was Dr. Lilia Fernandez, Associate Professor, Department of History, at The Ohio State University. She presented a lecture entitled: The "New" Immigrants? Understanding Contemporary Latino/Immigration in Historical Perspective. When we discuss contemporary immigration, we generally think of people coming from Latin America and we consider them to be both "new" to the U.S. and "different" from immigrants of the past. In particular, we tend to focus on the legal status of immigrants today. How is immigration new and different today than in the past? How have our policies changed over the past century? How might we understand Latinos/as people who are "new Americans" but also have centuries of history in this country? Dr. Fernandez led a discussion regarding how we might reframe this issue. The discussion around her lecture was engaging and well attended.

Hispanic History Month activities begin in earnest with the ¡La Fiesta! Hispanic Heritage Month Kick-off program. Participants will experience Latino music and culinary dishes, salsa & meringue lessons, games, cultural booths, vendors, arts, crafts, and much more.

The WSU Women's Center in collaboration with the Center for Teaching and Learning (CTL) hosted a **mentoring reception for new women faculty** on August 20. It took place immediately after new faculty orientation. The Vice President for Multicultural Affairs & Community Engagement also gave a welcome and overview of programs and services provided by the division to new faculty. She also conducted a session on how understanding student identity development issues can enhance their teaching and student learning.

The Bolinga Center in collaboration with University College is conducting a **series of reading circles and discussions** about the First Year experience common text, *The Other Wes Moore*. The Ujima Mentoring Community is a pilot program coordinated by the Center that links work study in offices across campus with mentoring. The Center also continues to provide supplemental advising and referral with payment for tutoring to promote student success and diminish the academic achievement gap.

The office of Pre-College programs recently wrapped up a summer of successful camps and college preparedness programs. The Upward Bound program, a federal grant program designed to prepare low income students who would be the first to attend post-secondary education for college, culminated its summer enrichment activities with a college tour trip to Virginia Beach. **The summer camps and institutes served 1,354 young people. The Upward Bound summer program served an additional 40 students.**

The Vice President for Multicultural Affairs & Community Engagement will **lead a discussion of the book *Soul of a Citizen: Living with Conviction in Challenging Times*** by Paul Rogat Loeb on Monday, September 16. The program is collaboration between CTL and the Office of Service Learning and Civic Engagement. Informed by lifelong participation in peace, justice and environmental causes, Loeb offers new vision for personal engagement with societal issues and argues for a return to community involvement and social activism, which, he says, have declined since the 1960s and 70s. He points to increased social isolation and the widening opportunity gap between rich and poor and emphasizes the importance of the human connection. Believing that personal stories, not politics, capture peoples' attention, Loeb weaves in inspiring examples of effective activism and of heroism in ordinary people (adapted from *Publishers' Weekly*).

At last review of registrations, 246 educators, business people and community members had signed up to attend the Diversity in Multicultural Millennium (MM13) conference. At this rate we are expecting record breaking attendance when compared to other conferences of this nature held on campus. The conference will provide another opportunity to explore efforts related to justice seeking. The theme for this year's conference is Affirmative Action: 52 Years of Debate. It will take place on October 3-4. The conference will feature inspirational nationally renowned speakers as well as presenters from around the state addressing ways that they have acted affirmatively and proactively to promote equity and inclusion. To register and find out more about the conference follow this link: <http://www.wright.edu/mm13>.

Training and Committees

In collaboration with the University Center for International Education (UCIE) we will be hosting **several brown bag discussions on ways to promote international student success** to capitalize on the increase we are seeing in the number of international student attending WSU. Our first meeting will address “Cross Cultural Communication in the Classroom” and will take place September 24, 2013. It will be a casual discussion of how different cultures address classroom etiquette and communication, and how that influences student-instructor relations in the U.S. A small panel comprised of Wright State faculty and international students will be on hand to share their experiences and participate in an open discussion with all who attend.

Another critical initiative for which the VP MACE has been asked to provide leadership is the University's bid for the **Carnegie Classification of Community Engagement**. In addition to providing national recognition for our efforts, this process creates an opportunity for the campus to undertake systematic self-assessment and quality improvement related to our community engagement efforts. We have invited Grace Ramos to represent the Board on this important committee.

A committee has been formed to develop a comprehensive campus climate survey to be administered every other year to monitor our progress on creating an inclusive campus. The director of the Women’s Center and the chair of the department of Management and International Business are co-chairing a committee to develop recommendations for campus, related to preventing gender-based violence, harassment and Title IX violations. There is representation from constituencies from across campus serving on the committee.

The division is pleased to share that the faculty union, AAUP-WSU, has endorsed training for search committees which includes information to help ensure equal opportunity, prevent the effects of implicit bias, and increase the diversity of employees with the following statement: *AAUP-WSU endorses the training of search committee members, and we encourage Bargaining Unit Faculty serving on search committees to participate in this training. We do so because, first, there is real benefit to us all in having a diverse community of scholars in which to work, teach, and learn; and second, because it is important for our University to adhere to its own non-discriminatory hiring policies not to mention applicable laws.*

The division will be continuing some of their programs that were well received by the university community during the last academic year such as the Inclusion Infusion grant program, the Social Entrepreneurship Fund and listening sessions for students, faculty and staff. Details will be available soon about these programs on the MACE website:

<http://www.wright.edu/multicultural-affairs-and-community-engagement>.