

Multicultural Affairs & Community Engagement

Report to the Board of Trustees

September 4, 2015

The Division of Multicultural Affairs & Community Engagement had a very busy and productive summer. The following are highlights of some of our activities.

DIVERSITY DATA

Town Hall on Campus Climate

In order to ensure that we provide an environment conducive to the success of all students and employees regardless of background, the University undertook a comprehensive campus climate survey last fall. The Vice President for Multicultural Affairs & Community Engagement will be facilitating a series of discussions with various campus constituencies over the next few months based on these survey findings. These discussions will culminate with a Town Hall meeting in November to discuss strategies to improve campus climate. Although most faculty, staff, students and alumni view Wright State University as an inclusive and supportive environment, as part of our ongoing efforts related to continuous improvement, we will discuss areas identified by the survey in which work needs to be done. For a summary of survey results please visit the Division of Multicultural Affairs & Community Engagement webpage. As you might recall we had indications of positive change when looking at reports of discrimination from a survey conducted in 2010 versus the current 2014 survey. The rate of students reporting they experienced discrimination in the current survey decreased by more than half when compared to the previous one. In addition the percent of faculty and staff indicating that they believed our campus was an inclusive one increased significantly.

DIVERSITY TRAININGS, PROGRAMS AND EVENTS

The following are just a few examples of the programming activities in which staff in the division were engaged:

Diversity Training for University Police

Multicultural Affairs & Community Engagement staff conducted training for WSU Police Department employees entitled, "Current Diversity Issues in Policing". Topics covered during training included implicit bias, community policing, and current controversies in the state involving police. The session also included a dialogue with a diverse panel of students and discussion of strategies to keep the lines of communication open between campus police and their diverse constituencies, particularly students.

Staff Development Day Presentation- Changing Times: From Equality to Equity

On behalf of the Division, the Director of LGBTQA Affairs conducted two workshops as part of WSU's annual Staff Development Day entitled Changing Times: From Equality to Equity. This session covered knowledge and strategies needed to shift from equality mindedness to equity mindedness when serving students and colleagues in higher education. Participants explored the concept of equity and how to be an ally through an in-depth discussion on how to serve transgender and gender non-conforming students, staff and faculty at Wright State.

The new Director of LGBTQA Affairs and volunteers also conducted Safe Space trainings for all 1st Year Seminar Peer Mentors, all new Counseling and Wellness Services Interns and professional students as well as a Straight Facts About LGBTQA Life Program for all Resident Assistants working in Housing.

Faculty Learning Community

The interim director of the Center for Service Learning and Civic Engagement conducted a faculty learning community in August entitled, "Finding Scholarship in Service Learning and Civic Engagement".

Faculty Workshop on Mitigating Stereotype Threat in the Classroom

The Office of the Vice President for Multicultural Affairs & Community Engagement provided support to the Center for Teaching and Learning in presenting a summer workshop in July for faculty structured around the research and recommendation in Claude Steele's book, Whistling Vivaldi. The workshop was facilitated by Dr. Rick Incorvati of Wittenberg University. The book focuses on defining and mitigating stereotype threat which contributes to the achievement gap between various groups of students.

Faculty Symposium: Teaching for Student Success-Reducing the Achievement Gap

The Office of Multicultural Affairs & Community Engagement collaborated with the Office of the Vice President for Curriculum and Instruction and others to produce a faculty symposium with a focus on sharing strategies for reducing the achievement gap. The symposium provided an opportunity for 150 faculty members to share best practices, celebrate accomplishments, and discuss new theory, learning and teaching practices in a forum dedicated to enriching the student learning experience.

COMMUNITY ENGAGEMENT ACTIVITIES

The following are a few examples of community engagement activities in which we have been engaged since the last report:

Women's Leadership Collaborative of Greater Dayton

The Vice President for Multicultural Affairs & Community Engagement and the Mayor of the City of Dayton, in collaboration with a number of other partners from around the region, have created an organization to leverage the skills of leaders in the area to promote healthy and prosperous communities through helping more women gain positions of influence within government, business and education. The collaborative held its first leadership retreat in August. Sixteen participants were selected to take part from a variety of employment sectors. Our very own Debra Radford, WSU Business Manager was one of those selected. The program will be administered through the Women's Center at Wright State.

Partnership with Dayton Contemporary Dance Company

The Vice President for Multicultural Affairs & Community Engagement facilitated a formal partnership agreement between Wright State University and the world-renowned Dayton Contemporary Dance Company. This partnership will enhance students' educational experience by increasing exposure to high-quality arts programming.

Dayton Property Assessment

The Office of Service Learning and Civic Engagement submitted a successful proposal to Thriving Communities, Inc., Cleveland, Ohio, that involves assessing all of Dayton's 74,000 property parcels. The project trained 16 students to assess properties using an iPad with a geospatial application and survey instrument. Students began work in July and will complete the property assessments by the end of September. As students walk through neighborhoods, they often talk to residents and answer their questions. The City of Dayton notified residents about the property assessment and a story appeared in the *Dayton Daily News*. The Dayton Police Department is also aware of this work and is collaborating by watching out for surveyors.

Westwood Community School

The Division is excited to announce a new partnership with Westwood Elementary, PreK-8, in Dayton. This summer Westwood became the sixth community school in the Dayton Public School System. Wright State University will serve as the 'university partner' and the Wesley Center as the "community partner." Funding for the project comes from PNC Bank, Dayton Public Schools, the United Way and Wright State University. This partnership provides experiential learning opportunities for students in terms of service learning, internships and volunteer opportunities. It also helps to better prepare young children from communities historically underserved by post-secondary education and support teachers in their efforts to enhance learning in a local public school. Faculty and staff are also being recruited to help meet special needs identified by the site coordinator and the school's principal.

Summer Camps

The Office of Pre-College Programs offered a wide variety of summer learning opportunities which began on June 8 with the Discovery/Odyssey Programs. Over 1,000 participated in the programs. The Discovery/Odyssey programs are designed for grade K-9 students learning about: science, mathematics, foreign languages, the arts, the humanities, and computer technology. Classes were held from 9 a.m. to 3:30 p.m., Monday through Friday, with extended care available. Course options were available for students identified as Gifted and Talented.

In addition the Office of Pre-College Programs, in conjunction with the College of Science and Mathematics, College of Engineering and Computer Science, and the University Libraries, presented *Exploring STEMM-Enriching Minds through Science 2015*. Students participated in a variety of STEMM related activities over a two-day period. Students, who must be Ohio residents, spent one night on campus under the supervision of Residential Assistants. Some of the topics students explored included: The Nanoworld of Precious Metals, Human Anatomy, Falling Waters, Brain Plasticity, DNA and forensic science.

Upward Bound students reported to campus on June 21 for a five-week intensive academic academy. Forty-one (41) students participated in the grant-funded initiative designed to encourage successful high school completion and college entry. This summer the program also received notification of continued funding for a million dollars (\$250,000 annually for 4 years).

Pre-College Programs also received notification for the STEM Food Science Program funding from the Ohio Board of Regents for summer 2016 - \$6,000 (will support scholarships for eligible students). This is a collaboration with the Lake Campus.

PRESENTATIONS AND PUBLICATIONS

At the invitation of the U.S. Government Accountability Office (GAO) at WPAFB, Mai Nguyen, the Director of the Asian and Native American (ANA) Center, showed the documentary film “Between Two Worlds: Dayton’s Vietnamese American Community” followed by a discussion. The session was transmitted live to the DC headquarters for all GAO employees to watch. It was also recorded to post on GAO-TV for two weeks for employees at different field locations around the nation to view during Diversity & Inclusion Month at GAO. This year’s theme is “Learning about oneself and about others.” At the end of the discussion, the DC headquarters chief was very pleased and said they would like to have a long-term working relationship with the office.

Mai Nguyen, Director of the Asian and Native American (ANA) Center attended NCORE 2015 in Washington DC from May 26-30. While there, she accepted an impromptu invitation to serve on the panel with two other administrators from the University of Alabama and the University of Georgia. The panel was about *Having Our Say: A Diversity Dialogue about Today’s Multigenerational Workplace from the Female Perspective* focusing on minority women working in higher education.

Dr. Kelli Zaytoun, the interim Director of the Women’s Center, presented a paper at the University of Texas at Austin at the Society for the Study of Gloria Anzaldúa Conference titled “Memoria y Conocimiento: Interdisciplinary Anzaldúan Studies – Archive, Legacy, and Thought.” The paper, “Embodied and Embedded: Anzaldúa’s Theory of Self in Notas H37-47” was part of a panel called “Working with Anzaldúa’s Writing Notas: An Archival Experiment in Four Parts.”

The Vice President for Multicultural Affairs & Community Engagement, Dr. Kimberly Barrett along with two Wright State University colleagues, Dr. Sharon Lynette Jones (English) and Dr. Tracy Snipe (History/Political Science), had a paper accepted for publication in a national magazine, *Insight into Diversity*. The piece explores personal reflections regarding the tragic shootings at an AME Church in Charleston, growing up in South Carolina, how this influenced their career, and recommendations for ending the hate that is the foundation of such tragedies.

Dr. Kimberly Barrett, the Vice President for Multicultural Affairs & Community Engagement, is the co-curator of a series of commentaries about racial identity entitled “Deconstructing Race”. This series airs on WYSO and features 10 Miami Valley residents responding to questions regarding their experiences.

AWARDS

The University will be the recipient of the 2015 Greater Dayton Workplace Diversity Award from the National Conference for Community and Justice of Greater Dayton (NCCJ) and the Dayton Area Chamber of Commerce. This award recognizes those organizations who foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds, and experiences; and who have been role models in their local community as strong advocates for diversity.

The Vice President for Multicultural Affairs & Community Engagement will be receiving a DiversityFirst Award from the National Diversity Council. The purpose of this award is to recognize individuals, community groups, non-profit organizations, and business establishments within the legal, academic, corporate, and/or health community that have demonstrated outstanding achievements and sustained commitment to the pursuit of cultural diversity and inclusion in the community and workplace.

NEW HIRES

Following a busy year conducting national searches, we are proud to welcome several new diversity leaders to the Wright State University family. Most recently, effective September 1, Dr. Nicole Carter joined us as the Director of the Women's Center. Nicole recently completed her Ph.D. in Educational Studies at Eastern Michigan University and also holds master's degrees in Women's and Gender Studies as well as English. She brings a unique combination of experience in both promoting service and community engagement on the part of university students and advocating for women's issues and gender equity. She has also taught at both the undergraduate and graduate levels.

Dr. Edward Twyman was appointed as Director of the Bolinga Black Cultural Resources Center. He began his duties August 3. Dr. Twyman is a native Ohioan and has extensive leadership experience in higher education both as an administrator and in the classroom. Among other positions he served as the Senior Diversity Officer at the University of Wisconsin-Parkside, Dean of Multicultural Affairs at Providence College in Rhode Island and the Director of Multicultural Affairs at Ithaca College in New York, where he taught the Martin Luther King Jr. Freshman Foundation Course.

Petey Peterson was hired to fill a new leadership position at Wright State University, the Director of LGBTQA Affairs. They began on July 20. Most recently, prior to accepting the position at Wright State, Peterson was the program coordinator for the LGBTQI Life Department at Vanderbilt University. During this time, Petey managed the center's educational programs and initiatives, including the Safe Zone Ally program, Speak OUT panel program, and Straight Facts about LGBTQI Life program. Petey also served on national committees and as a regional representative for the Consortium of Higher Education LGBT Resource Professionals.

In addition to these new hires, Dr. Jack Dustin former Chair of the Department of Urban Affairs and Geography has returned to Wright State to serve as interim director of the Center for Service Learning and Civic Engagement. The recipient of the Wright State University Presidential Outstanding Community Engagement Award, Jack has a rich and varied record of more than two decades of service to the community and the university.