

The Office of Multicultural Programs
End of Year report 2009-2010
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This academic year started off with an effective summer with an intern working on protocols and guidelines for strengthening our programs. When the new staff came on board we had new materials, and printed guidelines for working with the cultural groups and outlines of presentation topics that we used throughout this school year.

Our first staff meeting introduced the in-coming Graduate Assistant Heather Kitchen to the student staff. The staff consisted of one GA and 5 work-study students. In this meeting we focused on the goals for the school year 2009-2010, they were as follows:

- Increase classroom presentations and collaboration with other entities to continue to bring diverse programming to the University of Maine
- Continue to provide training services across campus on working with diverse populations
- Improvements to cultural club membership, programs and events
- Create and extensive mentorship program through the birth of an alumni network
- Continued assistance to students on sources for scholarships and grants for education
- Research on models of multicultural programming that can better enhance our work at this university.
- Continued improvements to the Multicultural Center to make it a place that is representation of the Division of Student Affairs.

With these goals in mind we began with Fall Semester with the Harambee Jazz Festival. Our aim was not only to support the Welcome to University of Maine programs but to introduce the new students (and returning one) to an early cultural event. All of the artists as well as vendors, sponsors etc were on hand and the program went well. The attendance was not what we estimated but we recognized that there were other competing events that same weekend. CAB

director has recommended that for the upcoming new year, we should locate the event in the Martin Luther King, Jr. and Coretta Scott King Plaza and have it earlier. We have already begun to work on the planning for this event.

In October we collaborated with the Hudson Museum at the University of Maine in promoting the largest Pre-Columbian Art Exhibit and hosted a dialog event through Latin American Student Association (LASO) at that location.

Another collaboration in this month was with the Athletic Department Academic Support Advisors and with them we facilitated weekly sessions with the first year student-athletes in the football program with the aim of focusing on successful student life, where to turn when problems arise, common concerns and motivation for academic success.

We received a mini-grant from the OEO Diversity Fund and launched the Lunch 'n Learn program for the second year running.

We received confirmation that our proposal to host the 8th Annual New England Latino Student Leadership Conference had been accepted and immediately formed the planning committee.

Invite for classroom presentation began coming in as a result of our promotion of topics and we delivered our first for the school year to the engineering department.

In November, classroom presentation were delivered in the School of Social Work (3 presentation this month), in the Counseling Education Program (1 presentation), in the Communications department (1 presentation), and the staff facilitated one of the Peace Studies Diversity dialog lunch event. The Black Student Union facilitated an evening event in which the round table discussion focus on interracial dating. The panel made up of students and facilitated by Regina Conyers-Beach produced a rather energetic and lively discussion on this topic. The African Student Association launched a week of African Films and its

Annual Hunger Banquet again with very good success and surprising attendance. We introduced a mentor program for third and fourth year student Athletes and began weekly session with five students on developing portfolios that would enhance future job seeking outcomes. This program continues.

In December, we began to facilitate meetings for the Martin Luther King, Jr. Annual Breakfast in collaboration with the Greater Bangor NAACP and also planning meetings for the upcoming Latino Conference. The end of this semester we were pleased to note that we successfully provided services to 5 students at risk for premature departure from school resulting in them remaining in school with 2 premature departures. We achieved this by:

- Following through on contacts from university departments who referred students who needed help with school supplies, depression and isolation which resulted in poor integration.
- Following through on referrals from RAs and CCs who called with concerns re individual students. We followed through by connecting with these students through emails, face to face meetings, group interactions, orienting them to the OMP community and activities.
- Continuing to respond to walk-in needs. Students come in looking for resources in getting jobs, school supplies, and general guidance.

In January, a new group of students came together to discuss issues regarding civil liberties and from these discussion interest was generated in forming a UMaine NAACP Chapter. This group has diligently been working with the National NAACP organization to achieve affiliation status a process that remains ongoing. Another successful MLK Breakfast was held. We begun networking with the Penobscot Theatre with an aim to get students better integrated into the local community for those with interest in the arts. Three of our very active OMP students signed up and acted in the production HAIR, and we were able also to work on bringing the cast of the play SPUNK to UMaine. With the cast of SPUNK two classes in the communication programs attended a lunch dialog and we were very pleased at the reception on campus. We hope to bring more of these interactions to our students.

In February, Black history month activities were promoted with the result being that we had received outstanding attendance to all the events from the film series to the presentation event in collaboration with the Women's studies department on the Standing on My Sister's Shoulders PBS Documentary. This month we delivered for the second year running the play, Grandchildren of the Buffalo Soldiers, and for the first time a fashion show featuring urban wear, a funny and entertaining social event that was well attended by all.

In March, we collaborated and co-sponsored the visit of Loretta Ross, Director of SisterSong from Atlanta GA and representative on reproductive health of women of color for the US Department of Health. To this event persons from the UMaine community as well as surrounding communities attended with an in-depth discussion on these issues. We co-sponsored a No Place for Hate campaign event and conducted several RA trainings.

The 8th Annual New England Latino Student Leadership conference was successfully held with the collaboration of many departments on campus and off campus. With the Student Government we welcomed the music sensations, The Roots to an all-out loud and engaging concert. We take our hats off to the successful partnership with CHISPA a Latin American community organization in Bangor Maine in the roles that they played in the conference, both as presenters, exhibitors and sponsors. They have continuously been open and willing to be mentors and strong support for our students.

In the midst of all these events, the office continued to provide the following:

Academic support

- Tutoring (peer-led and professional),
- Organizing study groups,
- Revising papers,
- Providing opportunities for internships and research

Raise awareness of multicultural themes

- Community partnership and programming i.e. Women in Curriculum, Civic Engagement, Student Affairs Departments, NAACP, Athletic Department, Peace and Reconciliation Studies, Peace and Justice Center, Wabanaki Center, Touchstone, Social Work Dept, First Year Seminars,
- Seminars and Workshops
- Serve on a variety of committees i.e. UMaine Diversity Steering Committee, Kitchen Cabinet, GLBT Allies Council, Diversity Dialogs Planning Committee, Admissions Advisory Diversity Committee,

Supervise Formal Student Organizations

Nine students Orgs, BSU, LASO, ASA, AfSA, NPA, Capoeira, UMaine Change Agents, Japanese Language Club, SHAC, SSS.

In April, we conducted classroom presentation to the College of Education, Counselor Education and Science and Technology programs. Taste of Asia another annual event was larger and better attended than ever before. As we end the school year we are pleased that we have provided through the Division of Student Affairs a year of quality programs and services to our student and staff community. During the last school year we had one intern working on the development and implementation of the Lunch n' Learn program. This school year we had three interns from different academic disciplines who not only helped us as pseudo-staff members but who also did some research on the effectiveness of our services. We hope to continue to be open to interns so that they can learn about ethnic/cultural difference but who can help us expand our services in general and bring in new ideas.

Building bridges with all academic departments is an essential work for the Office of Multicultural Programs. There continues to be ignorance around what resources are available to students and how our office can support and assist in the development of an engaging multicultural classroom. Networking on campus and in the local community will continue to be a major focus for the next school year. It is an important consideration that many of the students of color live off-campus in an effort to cut the education costs, therefore helping students

to maintain healthy social community relationships will remain a part of our agenda

Goals & Recommendations

Goals for the upcoming school year.

- Increase classroom presentations and collaboration with other entities to continue to bring diverse programming to the University of Maine
- Continue to provide training services across campus on working with diverse populations
- Improvements to cultural club membership, programs and events

- Create an extensive mentorship program through the birth of an alumni network
- Continue assistance to students on resources for scholarships and grants for education

Recommendations for the upcoming school year.

Staffing remains an area of concern. We currently employ three work study students and one graduate assistant. Last year, we clocked work hours that exceeded the required 20 hours per week for each of our staff member. Our GA over a three month period worked up to 40 hours per week. It is recommended that a full time office assistant and/or another GA position be added which would be beneficial to the growth and fulfillment of the work of the Office of Multicultural Programs and the Multicultural Center.

With an administrative assistant and/or another GA we hope to be able to address the following concerns:

- We provide events that heighten cultural awareness but are inconsistent with the promotion of global affairs and domestic issues that reflect our diverse students. We need to have within our staff someone who is designated to address just educational programs.
- We are unable to adequately respond to community demands for presentations, and other collaborations that would help in the recruitment efforts for better diversity. In addition we need to continue to promotion this department with the sole purpose of increasing its visibility so that our students are aware not only of the fact that we exist but also about where we are located and what we do.
- By having a workforce that is made up of undergraduate students only we are constantly dealing with staff turnover, constantly training a new

person which results in great inconsistency in the quality of service. Concerns arising from this issue include the time consumption of the Director's time in having to micromanage and the fact that without another professional staffer the center can seldom be left to run on its own.

- We have very little alumni interface and although we have started connections we are unable to continue to build on our initial efforts due to limited time and appropriate staff. This is critical as we need the extended mentors to assist the UMaine student with assignments, summer work connections, internship connections.
- Limited access to adequate funding prevents us from engaging in professional marketing and outreach efforts.

In order to increase the quality of our service we need to restructure our department. We recommend the use of 2 senior staff members, either 2 GA's or 1 GA and 1 part-time Administrative Aide (30 hours):

- Staffer 1: Responsible for student outreach **Responsibility of one GA**
Responsible for programs specific to club development.
- Staffer 11: Responsible for Programs to foster cultural awareness community wide: Operations of the office. **Responsibility of one GA/ Admin aide**
- Director: Responsible for alumni connection,
Professional resource development
Interdepartmental relations: monitor campus climate for students of color
Presentations
Advocacy/mentorship/
Miscellaneous student contacts

The recommendation regarding use of staff time is further outlined in the table attached.

<p style="text-align: center;">STAFF I RESPONSIBLE FOR DIRECT STUDENT SERVICES</p>	<p style="text-align: center;">STAFF II RESPONSIBLE FOR COMMUNITY OUTREACH</p>
<ol style="list-style-type: none"> 1. Obtain students enrollment list of all undergraduate current SOCs and maintain a database of these students 2. Develops a contact schedule for orienting, and beginning first contact with students 3. Make contacts with SOCs on a monthly basis with a goal of reaching 70 students per month. 4. Identify at risk SOCs 5. Maintain contact and develop 	<ol style="list-style-type: none"> 1. Create and maintain the alumni database of SOCs 2. Develop and maintain internship projects for SOCS 3. Responsible for cultural clubs development and nurture them through leadership skill building 4. Foster and facilitate SOCs preparations for graduate school in collaboration with the graduate school and the career center

<p>scheduled meetings for check ins</p> <ol style="list-style-type: none"> 6. Connect students with resources and monitor the progress of the connection 7. Develop and maintain resource connection that can be partnered and integrated into the daily operations of the OMP office 8. Develop emergency individual support plans for students at risk. 9. Be responsible for the monthly newsletter that promotes services to students 10. Develop and maintain a mentorship network 11. Responsible for developing and maintain a scholarship index 12. Maintaining a friendly welcoming atmosphere throughout the center. 13. Responsible for the Lunch 'n Learn Programs and the Making a Connection Program 14. Responsible for developing initiatives for social wellbeing of all SOCs 	<ol style="list-style-type: none"> 5. Responsible for the annual program calendar in collaboration with CAB 6. Responsible for the website; promotion of MC services 7. Creates and maintains promotional materials 8. Responsible for advocacy of diversity concerns 9. Response to community requests for multicultural programs 10. Proactively cultivate community opportunities i.e. high school outreach and actively maintains these connections
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Director:

1. Develop and implement an annual work plan for the Multicultural Program that articulates goals and objectives based on needed services and programs of the minority student population
2. Create and implement training programs for the campus community designed to eliminate racism and other forms of discrimination by creating an awareness of white privilege, power, and stereotypical assumptions.
3. Direct and manage the ALANA Center facility and provide the representation, and dynamic leadership required to maintain staffing, resources, and access to all students, faculty, and staff on campus.
4. Promote and enhance an inclusive campus community; assisting in interventions where culturally inappropriate language and/or behaviors impede students of color from participating, and collaborating with faculty to provide academic multicultural programs.
5. Provide dynamic leadership to expanding multicultural programs, participating in

- campus committees, and meeting with departments to continue improving services and programs for minority students.
6. Collaborate with the Offices of Undergraduate and Graduate Admissions in the recruitment of a diverse student body;
 7. Provide cultural sensitivity and civility training to campus offices, departments, and community organizations.
 8. Develop, direct, and collaborate with cultural exchange and community outreach programs such as the Somali / Sudanese Exchange Program, Mexican Exchange Program, ALANA Spring Preview Weekend, and others.
 9. Represent and collaborate with the Associate Dean of Students in the implementation of the university-wide diversity action plan
 10. Administer other reasonably related duties assigned to the position