In May of 2009, the Center for Multicultural Education (CME) rolled out its newly established mission statement. The Vice President of Student Affairs certified the statement after a semester-long process of committee meetings, examination of comparable institutions in higher education and on-campus focus groups.

Mission Statement

We foster success in American racial and ethnic minority students, contribute to the cultural competence of all students, and promote an appreciation of diversity in the university community.

We do this by:

- Providing programs and services that contribute to success for racial and ethnic minority students.

- Encouraging racial and ethnic minority students to become fully engaged in campus life.

- Producing programs and activities intended to raise awareness and appreciation of diversity across the campus, and to increase the cultural competence of all students.

- Providing educational resources for faculty and staff regarding racial and ethnic minority issues.

- Maintaining a facility environment that conveys appreciation for the cultural traditions, expressions and perspectives of racial and ethnic minorities.
Key Performance Indicators

KPI #1: Encourage multicultural student engagement in campus life
- Proportion of student involved in co-curricular activities
- Student contact hours of multicultural students at social/recreational activities

KPI #2: Mentor multicultural students
- Number of students mentored and mentoring
- Rate of retention for first year or transfer students mentored
- The GPS Mentoring Program is not currently active; therefore, there is no current data for KPI #2.

KPI #3: Contribute to the cultural competence of all students
- Student contact hours of majority students at events that seek to educate
- Student contact hours of multicultural students at events that seek to educate on diversity

KPI #4: Provide Event Space
- Proportion of available hours at the Center for Multicultural Education used for events or activities

To view the graphs, please visit: www.ir.uni.edu/SAKPI/?d=9
By offering programs in a variety of formats, we hope to raise awareness and appreciation of the diversity across the campus, and to increase the cultural competence of all students. Furthermore, by bringing in leadership who identify as racial and/or ethnic minorities, we can provide exemplary role models for students at UNI, helping to contribute to their success and encourage them to become fully engaged.

Programming

Heritage Celebrations

Many of the programs we implement are based around the heritage month celebrations of American racial and ethnic minority groups. During many of these months, the CME implements programming in the form of visiting speakers, film series or educational discussions to elevate the cultural competence of those within the UNI community. The following list is just a few of the major events we were able to sponsor as part of the heritage month celebrations during the 2009-10 academic year:

- Diversity Film Series (September 2009)
- CNN special: “Latino in America” documentary and discussion, facilitated by Roland Carrillo, former Director of the UNI Office of Financial Aid and local Hispanic/Latino advocate (September 2009)
- Hispanic Heritage Month lecture and discussion by Melissa Esquivel, interim director for the Iowa Division of Latino Affairs (September 2009)
- Day of the Dead display and traditional mask-making opportunity (October 2009)
- Lunch and Learn Film Series (February 2010), showing the “Eye on the Prize” film series
- Black History Month presentation by Abraham Funchess, director for the Iowa Division of African-Americans (February 2010)
- Book discussion and lecture with Dr. Barbara J. Berg, author and women’s rights activist (March 2010)
Speakers of 2009-10:

In addition to the many heritage month events we hosted, both on large and small scales, the CME was also a major sponsor in bringing Paul Rusesabagina to the University of Northern Iowa in November 2009. Mr. Rusesabagina is an internationally known hero, who acted bravely during the genocide killings in Rwanda 15 years earlier. His visit opened and expanded the opportunity for UNI students, staff and faculty, as well as individuals from across the state, to hear how he stood up for what he believed. This event allowed the UNI community to take a closer look at injustices not only in the United States, but across the world!

Another major player that visited the UNI campus during the 2009-10 academic year was Dr. Cornel West. A renowned intellectual and author, Dr. West offered his insights into injustices against persons of color and the role that each of us should play in society to eliminate those wrongs. An “Evening with Dr. Cornel West” was one of our biggest events of the season. Selected students, faculty, staff and community members were also invited to meet Dr. West before his lecture—an amazing once-in-a-lifetime experience!

Additional Speakers included:

• Rufus Burrow Jr., author of “Martin Luther King Jr. for Armchair Theologians,” a CME Book Club selection and featured guest speaker at the CME’s annual Martin Luther King Jr. celebration event in January 2010

• Rev. Dr. Obery Hendricks, Jr., author of “The Politics of Jesus”

• Dr. Bart Ehrman, author of “Jesus, Interrupted: Revealing the Hidden Contradictions in the Bible (And Why We Don’t Know About Them)”

Multicultural Student Leadership Retreat (March 2010)

On Saturday, March 27, 2010, UNI students were invited to attend the annual Multicultural Student Leadership Retreat. This allowed for our department to encourage racial and ethnic minority students to become fully engaged at UNI, by providing leadership opportunities for underrepresented groups in American populations and supplying motivation and skills to further develop their leadership abilities.

With a theme encouraging students to get “Fired Up and Ready to Lead,” the group spent the day hearing from and dialoguing with keynote presenters and facilitators of breakout sessions. Students were motivated by current faculty and local prominent community members, with keynote presentations by Roland Carrillo, former director of the UNI Office of Financial Aid; local Hispanic/Latino advocate, Quentin Hart, assistant director of cultural affairs at Hawkeye Community College and local representative on the Waterloo City Council; and Rev. Belinda Creighton-Smith, minister in the Cedar Valley community and inspirational advocate for equality.
Civil Rights Study Tour (March 2010)

Another major event which the CME was proud to sponsor during the spring of 2010 was the annual cultural trip. Instead of planning a trip during May, UNI students and local community members embarked on an alternative spring break adventure to “historical hotspots” of the civil rights movement.

Traveling by charter bus, the group of 30 participants left early on Sunday, March 14 and headed to Montgomery, Ala. They continued their journey to Selma and Birmingham, Ala. The final two days of the trip were held in Memphis, Tenn. Over the course of the five-day trip, participants of the civil rights study tour were able to visit historical sites such as:

- Dexter Ave. Baptist Church (Montgomery, Ala.) where Dr. Martin Luther King Jr. first began as a preacher
- Civil Rights Memorial (Montgomery, Ala.)
- National Voting Rights Museum (Selma, Ala.)
- 16th Street Baptist Church (Birmingham, Ala.), site of a bombing in 1964 which left four young African-American girls dead
- Kelly Ingram Park and the National Civil Rights Institute (Birmingham, Ala.)
- Rock ‘n’ Soul Museum (Memphis, Tenn.), where participants learned about the influence of major African-American artists in the music industry
- National Civil Rights Museum at the Lorraine Motel (Memphis, Tenn.), location where Dr. Martin Luther King Jr. was assassinated

Participants also had an opportunity to explore new cities and cultures during the evening hours, while enjoying the semi-warm weather of the South in the spring! Over the course of the five-day trip, students were exposed to the many injustices African-American (and other minority groups) suffered during the Jim Crow era.

CME Seven Book Club

For the third consecutive year, the CME sponsored book club discussions open to faculty, staff, students and community members. A core group of five participants uncovered new books, some of which were best-sellers and others which provided additional insight into the cultures of minority groups from across the nation. Selections included:

- “Translation Nation: Defining a New American Identity in the Spanish-Speaking United States” by Hector Tobar
- “The Zookeeper’s Wife: A War Story” by Diane Ackerman
- “I am Man” by Joe Starita
“Martin Luther King Jr. for Arm Chair Theologians” by Rufus Burrow, Jr.

“The Help” by Kathryn Stockett

“Sexism in America: Alive, Well, and Ruining our Future” by Dr. Barbara J. Berg

“Asian-Americans in the 21st Century” by Joann Faung Jean Lee

“Jesus, Interrupted: Revealing the Hidden Contradictions in the Bible (And Why We Don’t Know About Them)” by Dr. Bart Ehrman

Other important notes:

During the 2009-10 academic year, our Multicultural Student Advisory Board consistently met monthly as an opportunity to bring students from multicultural student organizations together to discuss current issues on campus, as well as share upcoming events with one another. While attendance throughout the year was minimal with just a few regular members, we continuously encouraged students from MSAB to work together on future projects. As the events planned for the 2010-11 academic year demonstrate, we have seen that partnerships across multicultural organizations have really skyrocketed!

The CME also resumed its newsletter, “Voices.” Drafted and written completely by students at the CME, “Voices” is an opportunity to learn more about the events at and issues surrounding the CME, as well as issues of diversity on our campus and beyond. Taking both environmental and economic concerns seriously, we chose to upload the newsletter onto our website.

Additionally, the CME continued to provide Student Support Funds to student organizations which sponsor events “intended to heighten cultural awareness and foster a diverse and pluralistic campus community.” This fund, established in 1999, continues be a significant partnership of the CME with student organizations. Funding is frequently used for cooking of ethnic and culturally-specific foods, marketing purposes, as well as reservations on buildings and facilities. Student Support Funds through the CME is vital for student organizations to host successful events throughout the campus community!

Survey data on Programming

During the 2009-10 academic year, the CME improved its record keeping and tracking of statistics. A short survey is distributed at all major events sponsored by the CME, and the records we have collected thus far show a snapshot of the overall successes of our programs. We hope to continue tracking and collecting data surrounding our events even more consistently during upcoming years, so we can determine the needs and wants of the campus community and implement programs and services that are beneficial for all.
Physical Space of the CME:

We pride ourselves on maintaining a facility environment that conveys an appreciation for cultural traditions, expressions and perspectives. As more and more faculty and staff visit our facility, they learn more about the programs and services the CME offers and how we can be an educational resource for the future.

In 2009-10, the needs of the university and the CME continued to grow, so we worked with Maucker Union and the Vice President for Student Affairs to re-vamp some of the office space within our department. Changes included the elimination of a small conference room to make room for a new storage facility. By utilizing the more effective storage space, the CME was able to further adapt the multipurpose room to be more efficient and organized. The additional space is constantly utilized and the new doors directly into the multipurpose room provide an easy transition for set-up and tear-down of events throughout the semester.

The CME also purchased and installed a new projector in spring 2010, which allows for hook-up of laptop computers and presentations on the large screen. This feature has already been widely utilized by presenters for CME-sponsored events, as well as for events held by other departments across campus. By continuing to improve upon our technological services, the CME will continue to be widely utilized, helping to spread our mission.

Additionally, data revealed that the computer lab was no longer being utilized to its maximum potential. Therefore, the space previously designated for computers (and storage because of the paucity of such space in the multipurpose room) is currently in development for a conference room. Complete with state-of-the-art technology, this renovation of the former computer lab will allow for not only CME staff, but also campus groups, student organizations, etc., to meet in a space which is comfortable yet conducive to productive educational purposes.

Structural Improvements:

During the 2009-10 academic year, the need for additional staff at the Center for Multicultural Education was apparent. Starting in the spring 2010, the CME began a search process for a program coordinator. The search committee consisting of Mr. Drake Martin (Department of Residence), Ms. Janet McClain (College of Education), Ms. Rita Carrillo, (Department of Residence), Kolby Knupp (Current Graduate Assistant for the CME) and Dr. Michael Blackwell, reviewed hundreds of resumes. The interview process continued into May 2010, when Ms. Tabatha Cruz was selected as the new program coordinator for the CME.
Cruz, who is from San Antonio, Texas (by way of New York and Puerto Rico), was a 2008 graduate of the University of Northern Iowa, receiving a Bachelor of Arts degree in Family Services. She continued her education at Illinois State, gaining a Master of Science degree in College Student Personnel Administration in the spring of 2010. Tabatha looks forward to making an impact at UNI by challenging students to think differently about the world and motivating them to be agents of change. Her hope is that by the end of their journey at UNI, each student will have the necessary tools to interact in the globalized society we live in.

**Undoing Racism**

As a way to provide an additional educational resource for faculty and staff, UNI, in partnership with Allen College and the communities of Waterloo and Cedar Falls, implemented a new anti-racism program entitled, “Undoing Racism.”

Brought to UNI by the People’s Institute for Survival and Beyond, the “Undoing Racism” workshop is based on the notion that racism has been consciously and systematically erected in American society. The People’s Institute teaches that it is each individual’s responsibility to dismantle the legacy of racism, and the organization offers a variety of services and training programs to diverse communities. In addition to the “Undoing Racism” workshop, the Institute also offers technical assistance to communities and organizations. The Institute teaches basic skills in effective community organizing, leadership development, coalition building, and fundraising and publicity skills.

Two workshop sessions were implemented during the academic year—one in September 2009 and one in April 2010—bringing together community members and staff and faculty from UNI and Allen College. Between the two sessions, more than 60 UNI staff and faculty participated. Additionally, a community group consisting of past participants has been formed to continually revisit the messages of the workshop and work toward positive solutions.

This program provided an opportunity for those at UNI and in the surrounding community to think beyond the definition of racism and begin to really examine the structural foundations of racism that impact our university and our students. With such positive praise and encouraging messages from the first two initial workshops, more “Undoing Racism” opportunities will be available throughout the 2010-11 academic year.
Collaboration across Campus

The Center for Multicultural Education prides itself on producing programs and activities which promote awareness and appreciation of diversity. One of the best ways we have done this is through collaborating with other departments across UNI to host successful events. The 2009-10 academic year was one of many great partnerships that allowed us to continue to foster positive relationships across campus!

- The Paul Rusesabagina informal discussion and lecture was a partnership between the Holocaust and Genocide Education Program, Office of the Vice President of Student Affairs, Diversity Council, African Union, College of Humanities and Fine Arts, and Northern Iowa Student Government.

- Since the inception of the Gallagher-Bluedorn Performing Arts Center, the Center for Multicultural Education has been a consistent partner in bringing in cultural events to the UNI campus and 09-10 was no exception. We were amazed with the performances of Hanka Paldum (a native Bosnian singer), San Jose Taiko, native Japanese drummers and the Soweto Gospel Choir.

- The visit of Barbara J. Berg, feminist scholar and author of “Sexism in America: Alive, Well and Ruining Our Future,” was successful through the collaborative efforts of both the CME and Women and Gender Studies program at UNI.

- Matt Sienkiewicz provided a lecture (February 2010) on South Park and Anti-Semitic Humor to the UNI community. The CME partnered with the following departments on campus for this event: Division of Student Affairs, College of Humanities and Fine Arts, College of Social and Behavioral Sciences, Teacher Education Program, Diversity Council, Holocaust and Genocide Education Program, Department of Philosophy and World Religions, and Communication Studies.
Looking to the Future

The CME had a successful year in 2009-10 and has already planned numerous programs and events for the 2010-11 academic year. We hope that by setting goals for our department, we will better be able to assess our work and continue to improve upon the programs and services we currently provide to the university community.

Programming:
- Implement the battery of events already scheduled for upcoming school year
- Focus on smaller program events in consultation with students
- Improve satisfaction surveys of major events
- Increase knowledge of/attendance at Book Club
- Assist in the revitalization of MGSA and BSU (student organization)
- Maintain a consistent website newsletter
- Help to reprise some form of the GPS Mentoring Program

Physical Space:
- Establish a sound conference room in the facility
- Obtain an appropriate conference table and chairs for new conference room

Structural:
- Develop a comparable Citizens for Undoing Racism on campus
- Enhance involvement in Orientation, Jump Start, First-Year Experience and Foundations of Excellence
- Increase participation of volunteers
- Further publicize department as a resource for diversity
- Make Drupal more user-friendly for webmaster
- Assess departmental administrative structure and share results
- Revise and update CME brochure
- Serve as advocacy and support for traditionally underrepresented students
- Perform annual tasks that apply directly to CME on list distributed

We hope that you will join the Center for Multicultural Education for our future programs and services that are provided to the UNI campus, and utilize the space which is available to the university community. By being a major part of the UNI campus, we will be able to contribute to the cultural competence of and promote an appreciation of diversity for the UNI community.