

**Maryland Independent College  
and University Association**  
2017 Cultural Diversity Survey

DUE DATE: MAY 19, 2017

**NAME OF PERSON COMPLETING SURVEY:** Jose Luis Moreno

**TITLE OF PERSON COMPLETING SURVEY:** Director of Student Diversity and Inclusion

**INSTITUTION:** McDaniel College

**Please insert responses to the following questions:**

1. Does the mission statement of the institution demonstrate a commitment to providing an inclusive learning environment for underrepresented ethnic groups? (Include relevant statements.)

*Mission Statement*

McDaniel College is a diverse student-centered community committed to excellence in the liberal arts & sciences and professional studies. With careful mentoring and attention to the individual, McDaniel changes lives. We challenge students to develop their unique potentials with reason, imagination, and human concern. Through flexible academic programs, collaborative and experiential learning, and global engagement, McDaniel prepares students for successful lives of leadership, service, and social responsibility.

2. Does the institution include diversity goals in its long-range strategic plans? If so, list those goals.

**McDaniel College Strategic Plan 2016- Adopted by BOT in April 2016**

Goal A, Action 2: We will design and implement a comprehensive program for student retention, especially focusing on the needs of diverse students.

Goal A, Action 5: We will continue implementing internationalization initiatives by revitalizing McDaniel Europe. Budapest will offer a more site-specific study-abroad experience that attracts students from other American colleges, a more narrowly focused four-year program for internationals, and research opportunities to attract academics who wish to study/teach there.

Goal B, Action 10: We will implement strategies to hire and retain more diverse faculty and staff.

3. Has your institution established an office of diversity and multicultural affairs and/or assigned staff to coordinate programming and oversee the range of issues related to diversity? Describe these efforts.

The Office of Student Diversity and Inclusion housed under the umbrella of the Division of Student Affairs is staffed by a full-time, master's level Director, a part-time Administrative Assistant, a graduate assistant, and student employees. The Director of Student Diversity and Inclusion reports to the Vice President for Student Affairs and Dean of Students.

The mission of the Office of Student Diversity and Inclusion is to provide visible leadership and direction for the College's efforts on behalf of diversity and Inclusion; offer programs and provide guidance and assistance, both academic and non-academic, to underrepresented students; support and coordinate student groups that serve the needs of diverse student populations; develop programs and services to promote diversity awareness and understanding within the larger campus community; and be a resource to students, faculty and staff in their efforts on behalf of diversity and inclusion.

Office of Student Diversity and Inclusion staff advise and support multicultural and identity-based student organizations. We offer several programs and diversity training opportunities throughout the year, and frequently partner with departments, offices, and organizations across campus. These trainings include:

inclusive language session with Resident Assistant's and First Year Seminar Peer Mentors, how to work with diverse students for the Office of Disability Resources, and Safe Zone training for Faculty and Staff. Specially trained student facilitators, or Diversity Empowerment and Education Peers (DEEP) help implement programs and spark awareness on a variety of diversity-related issues. OSDI student leaders coordinate activities for the Edge Experience Program, initiate educational and cultural programs, and support diversity-related workshops and trainings.

### *Edge Experience*

The EDGE Experience was established in the Summer of 2016 by the Office of Student Diversity and Inclusion, and the Division of Student Affairs in order to assist students with their acclimation to McDaniel College. Students from Baltimore City Public Schools were invited to campus for a one-day immersion experience about life on campus, living in residence halls, navigating finances, and successfully balancing academic and social responsibilities. During the academic year participants in the program will meet periodically with upper-class students, Faculty and Staff in order to continue their academic and social development.

### *Diversity Empowerment and Education Peers (D.E.E.P.)*

D.E.E.P. are student leaders who raise awareness about and celebrate diversity, promote inclusion, and empower their peers to be agents of social change. The students are committed to developing opportunities for students to connect and converse about diversity – related topics. The D.E.E.P program promotes a campus climate that encourages deeper connections and understanding among students from different back grounds. They build a supportive community that respects one another's unique experiences and histories, and recognizes the importance of civic and social responsibility.

4. Is cultural literacy a component of the institution's general education requirements or elective programs? (Please describe.)

McDaniel College's general education requirements are part of the McDaniel Plan. This curriculum represents our commitment to integrated studies in the liberal arts. Under the McDaniel Plan "Global Citizenship" is a required area of study:

**Global Citizenship.** A McDaniel education is multicultural and international in scope. Students must develop an understanding of the world within and beyond the United States to develop into critical, sensitive, respectful, and compassionate global citizens. To fulfill the Global Citizenship requirement, students must take one course with a multicultural focus, and two courses with an international or cross-cultural focus.

- *Global Citizenship: Multicultural.* Multicultural education will give students an understanding of the cultural pluralism of American society. Multicultural courses focus on the cultures and experiences of diverse groups in the United States that have been historically subordinated or marginalized and defined by such categories as race, gender, sexuality, class, religion, and disability. Students must complete one course with a multicultural focus.
- *Global Citizenship: International.* International education is a critical component of global education. Students must understand, from contemporary and historical perspectives, their place in the global community and be prepared to navigate ever faster and more complex patterns of social and institutional interaction. International courses examine the perspectives and customs of cultures outside the U.S. or the relationship between the U.S. and foreign cultures. Students must complete two courses with an international focus. One of these courses must be nonwestern—that is, it must examine the cultures of Asia, Africa, the indigenous Americas, or the Pacific Rim, either exclusively or in explicit comparison with other regions. One of the two courses may be fulfilled by successful completion of an approved program of study abroad.

Each student must take one "Multicultural" course as described above, although often courses in the "international" category, both Western and Non-Western, lend important understandings to students about historical roots of diverse communities and external forces (economic, political, etc.) impacting multiculturalism in the United States.

Launched in 2012, **The Global Fellows Program**, is a curricular/co-curricular program that creates a formal opportunity for students of all academic programs to deepen and broaden their understanding of global issues, develop heightened intercultural competency, and cultivate the skills and attitudes necessary to lead successful personal and professional lives in a global context. With a very strong emphasis on intercultural competency, students are required to study abroad and are required to attend workshops each semester for three years. At least 4 of those 6 semesters, the workshops (with topics taught in rotation) are focused on various aspects of IC; this developmental approach and the topics taught do not focus on a particular “kind” of diversity, but rather how one interacts with one’s “others.” Consequently, much of what the students come to learn and understand applies in a U.S. context as well.

At Commencement celebrations in May 2016 the college graduated the first twelve students to complete these requirements, and have the Global Fellow a distinction on their academic record. In May 2017, the second cohort of twelve students will graduate, in total, there are currently over sixty students currently participating in the program.

5. Describe how the institution’s print and electronic promotional materials reflect populations with varied ethnicity, race, national origin, age, and gender groups.

McDaniel College ensures that all printed communications depict persons from diverse backgrounds in words and images. Our online e-newsletter, News@McDaniel, features stories on all aspects of diversity including invited speakers, international students, coverage of events by organizations such as Africa’s Legacy, Black Student Union, Hispano-Latinx Alliance, Asian Community Coalition, Jewish Student Union, and McDaniel College’s Gender and Sexuality Alliance, Belly Dancing Club and many more.

This past year, we highlighted several students, staff, faculty, and alumni from diverse backgrounds for their accomplishments. Below are just a few examples:

- a. Senior selected by Congressional Black Caucus Foundation for first Japan exchange

<http://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/senior-selected-by-congressional-black-caucus-foundation-for-first-japan-ex>

- b. News Release: Global Fellows Class of 2020

<http://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/news-release-global-fellows-class-of-2020>

- c. McDaniel graduate student Maggie Myers receives Fulbright Award to South Korea

<http://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/news-release-mcdaniel-graduate-student-maggie-myers-receives-fulbright-awar>

- d. “It’s a Curl Thing” Celebrates Natural Hair

<http://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/its-a-curl-thing-celebrates-natural-hair>

- e. Pre-Med student savors lifetime opportunity interning at Chilean hospital

<http://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/pre-med-student-savors-lifetime-opportunity-interning-at-chilean-hospital>

6. Describe campus activities and organizations that recognize and celebrate diverse populations, such as clubs, lectures, exhibits, workshops, food tastings, fashion shows, dance performances, films, etc.

While some organizations and activities are supported by the resources of the Office of Student Diversity and Inclusion recognizing and celebrating diverse populations is a campus-wide effort that involves many departments, offices, and groups.

#### *Student Organizations*

- Aaja Nachle: Aaja Nachle means Let's Dance in Hindi. Dance plays an important role in Indian culture and this organization brings this part of Indian culture to the campus. Aaja Nachle focuses on teaching and learning Bollywood styles of dance including, but not limited to, Bhangra, Filmi Bollywood Fusion, "Item Dance", and Dandiya Raas!!
- Africa's Legacy: The purpose of Africa's Legacy is to provide an environment in which students are enriched by the study of many cultures, develop a positive self-image, and benefit from mutual support. This organization works to educate peers, acquaintances, faculty, and staff through cultural events and experiences. African diasporic cultures are emphasized but all cultures are welcome.
- Alpha Kappa Alpha Sorority Incorporated: Alpha Kappa Alpha Sorority, Inc is the first Greek Lettered Sorority established by African-American college women. It was founded on January 15, 1908 on the campus of Howard University in Washington, DC. The McDaniel Chapter was founded November 2016.
- Alpha Theta Gamma Multicultural Sorority Incorporated: Alpha Theta Gamma Multicultural Sorority, Inc was founded in 2003 at the University of Maryland, College Park and established on McDaniel College's campus on April 2, 2013. The sorority is founded on four pillars: Philanthropy, Academics, Diversity, and Leadership.
- Arabic Club (Al-Nadi Al-'Arabi): The Arabic Club aims hope to further expand the awareness of the Arab World through cultural events and biweekly discussion groups
- Asian Community Coalition: The mission of ACC is to promote awareness of Asian cultures at McDaniel and the surrounding community.
- Belly Dancing Club: Belly Dancing Club was created to introduce the art of belly dance to the college community. They learn moves from an instructor as well as basic self-taught moves. We also get to perform at different times throughout the school year.
- Black Student Union: The purpose of the Black Student Union (BSU) is to promote the recognition and involvement of African American students at McDaniel College with the intention of creating a strong voice on campus and to make an impact on the decisions regarding students of the College Community. BSU promotes both academic and extracurricular programs to enhance and increase knowledge and appreciation of cultural diversity.
- Curl Friends: Curl Friends purpose is to spread awareness and knowledge about natural hair. They host an annual Natural Hair Conference for students and community members at McDaniel College. They bring in YouTube personalities and a natural Hair psychologist to talk about natural hair its impact in the black/African American community.
- GIRL: The purpose of GIRL is to open a space for Black women and other women of color in order

- to realize their presence at McDaniel College. Their goal is to have every woman who joins the organization leave feeling more confident than the day before and eventually reach their optimal level of confidence. They are committed to doing community service once a month to help fulfill their goal.
- Hispano-Latinx Alliance: The Hispano-Latinx Alliance (HLA) is dedicated to giving Hispanic students a chance to express themselves about their heritage in a comfortable environment, and also to educate the McDaniel campus about Hispanic culture.
  - League of United Latin American Citizens (LULAC): LULAC is a nationally affiliated student group. The Mission of the League of United Latin American Citizens is to advance the economic condition, educational attainment, political influence, housing, health and civil rights of the Hispanic population of the United States. The McDaniel chapter is an organization comprised of student leaders that seek to make a difference and leave a lasting impact through their advocacy efforts aimed at advancing the rights and issues that affect the community. Students will have the chance to network, meet members of Congress and make friends with other LULAC student leaders from across the country.
  - Muslim Student Association: The McDaniel College Muslim Student's Association will focus on providing a place of peace, safety and community for all students, no matter their background; to the best ability of every member; strengthen the brotherhood and sisterhood of students through Islam; and find success both on campus and off by improving our faith in Quran and Sunnah (teaching, deeds and saying of Prophet Muhammad).
  - McDaniel College's Gender and Sexuality Alliance: The purpose of Allies is to serve as a bridge between the LGBTQ communities at McDaniel College, and as a constructive forum where members of the McDaniel community can express themselves without binding claim to sexual orientation, thereby working toward the greater goal of the UNDERSTANDING and ACCEPTANCE of LGBTQ individuals in society.
  - Omega Psi Phi Fraternity, Inc. is an international, historically Black Greek lettered fraternity and member of the National Pan-Hellenic Council. Omega Psi Phi Fraternity, Inc was founded on November 11, 1911 at Howard University, and is stated purpose has been to attract and build a strong and effective force of men dedicated to its Cardinal Principles of manhood, scholarship, perseverance, and uplift. The McDaniel Chapter was founded on April 2, 2016.
  - Zeta Phi Beta Sorority Incorporated: Zeta Phi Beta (ZΦB) is an international, historically Black Greek-lettered sorority and a member of the National Pan-Hellenic Council. Zeta Phi Beta was founded on January 16, 1920 at Howard University based on the four principles: Scholarship, Service, Sisterhood, and Finer Womanhood. The McDaniel Chapter was founded on May 1, 2013.

### *Cultural Celebrations*

- Several global dinners (Taste of Africa, Taste of Latin America, Taste of Asia) are offered throughout the academic year. Students in Africa's Legacy, Asian Community Coalition, and Hispano Latino Alliance plan and organize these annual dinners highlighting food, fashion and education related to the respective cultures of each group. The Department of Foreign Languages and the Arab & Middle East Studies Program hosts the "Taste of Arabia" event which includes Arabic food, music (the Jon Seligman Middle East trio), traditional Arabic Dabka (folk dance), belly dancing, and Arabic calligraphy. The French and German Club's launched the Taste of Europe dinner highlighting the region of Southern France for the first annual event. Each cultural celebration attracts about 200 students, staff, faculty and community members.
- Annual Kwanzaa Celebration Dinner: Celebrating and honoring the first specifically African-American Holiday.



- Students from multicultural student organizations, Global Fellows, and the Greek Community collaborate to host the annual UNITED event. This year's theme was, "Block Party:" and the program included dance performances, Henna Body Art, oversized board games, and diverse food options representing a variety of cultures.
- The Office of Student Engagement in collaboration with Omega Psi Phi Fraternity, Inc. and Zeta Phi Beta Sorority, Inc. hosted an annual NPHC Yard Show at McDaniel College. This year's show was cancelled due to weather. However, last year's show had members of NPHC chapters from Coppin State University traveled to campus to perform steps, and strolls in an effort to demonstrate and educate the campus community about their cultural significance to Black Greek-lettered organizations. 300 members of the campus community attended the event.

#### *Lectures and Events*

- **David A. Romero, Spoken Word Artist:** In Celebration of Hispanic Heritage month, McDaniel hosted spoken word artist David A. Romero to ask the important questions: what has caused the great migrations from Latin America? How do immigrants and first-generation Latinos simultaneously embrace and reject previous trends towards assimilation and integration? How has "the Latino Giant" already affected the outcome of the national elections? Perhaps most importantly, who in America recognizes this shift, and how are they responding: for better, or worse?
- **Zepp Lecture:** Victor McTeer and James Bell, civil rights attorneys discuss the discussion titled "Dissenters from the Indifference" discussion title is excerpted from Supreme Court Justice Thurgood Marshall's remarks when he was awarded the Medal of Liberty in Philadelphia on July 4, 1992, six months before his death.
- **National Coming Out Day Panel:** Celebrating National Coming Out Day with a panel of students, faculty, staff and special guest. The panelist will share their coming out story and takes questions from the moderator and attendees. This event will be cosponsored by Allies.
- **Cornell William Brooks, President and CEO of the NAACP:** *"Unless Black Lives Matter, All Lives Can't Matter"* In this informative and motivational presentation, Brooks calls on everyone to promote the cause of justice and join a multi-racial, multi-faith, multi-generational movement that welcomes people from all sexual orientations and walks of life. "It can't just be the righteous few," he says. "There's got to be an ever-growing many that's not just saying what's wrong, but what can be made right."
- **Holocaust Survivor, Peter Gorog:** Spoke to the McDaniel community about how his family survived the Holocaust. Peter grew up in Communist Hungary and changed his family name in 1962 from Grünwald to Gorog for fear of antisemitic discrimination. He earned a Master of Science degree in electrical engineering and later participated in the design of the first Hungarian-made computer. He defected to the United States in 1980, where he worked on various NASA projects such, as GOES, LANDSAT, Hubble, and the James Webb Space Telescope. Peter retired in 2014. He and his wife have five daughters and two granddaughters. Peter is a volunteer at the United States Holocaust Memorial Museum.
- **Global Initiatives:** "The Indigenous, Development, and the Environment," Global Issues Colloquium with Brian Keane, USAID Adviser for Indigenous Peoples Issues.
- **Annual Kwanzaa Celebration Dinner:** Celebrating and honoring the first specifically African-American Holiday.

- **Black History Month Celebration:**
  - Offices of Student Diversity and Inclusion co-sponsored a Soul Food dinner with Sodexo dining services.
  - Offices of Student Diversity and Inclusion and Student Engagement co-sponsored a bus trip to the National Museum of African American History and Culture.
- **THEY CALL ME Q:** is the story of a women from Bombay growing up in the Boogie Down Bronx who gracefully seeks balance between the cultural pressures brought forth by her traditional parents and wanting acceptance into her new culture. Along the journey, Qurrat Ann Kadwani (Q) transforms into 13 characters that have shaped her life including her parents, Caucasian teachers, Puerto Rican classmates, and African-American friends. Laden with heart and abundant humor, THEY CALL ME Q speaks to the universal search for identity experienced by immigrants of all nationalities.
- **MLK Jr. Day of Service:** Celebrating the life and accomplishments of Dr. Martin Luther King Jr. with giving back to society through community service. This program was in collaborations with Carroll County Public Schools. Middle schoolers and their parents assisted in doubling up plastic bags for Carroll County Food Sunday (Non-profit food pantry). They double bagged over 5,000 plastic bags. The students also enjoyed a retelling of Dr. Kings famous “I Have A Dream” speech.
- **Phenomenal Women’s Awards Banquet:** In Celebration of Women’s History month, OSDI will be honoring a student and faculty/staff member that exemplifies what it is to be a McDaniel College women. About 30 students, faculty and staff were nominated and 190 people attended the event.
- **Empowerment Comedian Ernie G:** Ernie G is one of the hottest, multi-talented, young Latino entertainers in the country today. Ernie has developed his own unique form of Comedy he calls “Latino Edutainment – *Educating and Entertaining with a Latino Flavor!*” and has performed for many of the country’s top organizations and corporations, including Disney, Pepsi-Co, General Mills, U.S. Armed Forces, National Council de la Raza, Latin American Educational Foundation and the Hispanic College Fund.
- **Leadership Workshop by Ernie G:** A follow up to his empowerment comedy performance, Ernie G will conduct a leadership workshop for students. The Leadership Development Workshop is VERY POWERFUL, but much more Personal & Intimate then his Empowerment Comedy Show! In this workshop, Ernie teaches Leadership Development & Emotional Intelligence. Ernie takes a group of students and they grow from simply being school mates to Intimate Friends, almost like a Familia in 2-3 hours!! The intention of the Workshop is to allow students a Safe Space to share themselves so authentically and generously, that it reveals to the community, as well as to themselves, their True, Genuine & Authentic SELF!!
- **“Its Pronounced MetroSexual” by Sam Killerman:** It’s Pronounced Metrosexual is a comedy show and online resource about snap judgments, identity, and oppression. It’s a site where advocates of social justice can find helpful articles, fun graphics, and other resources designed to be shared in an effort to advance social equity.
- **Multicultural Leadership Banquet:** OSDI proudly celebrates McDaniel Colleges graduating Seniors who have demonstrated inclusive excellence during their career at McDaniel College.

#### Workshops

- **D.E.E.P Retreat-** The retreat focuses on building respect, trust, and appreciation with in the team members. The members learn about, micro-aggressions, implicit bias, various “isms”, their bias, how to be more open to identities different from their own, and “how to attack the idea not the person” when having difficult conversations that revolve around race, sexual orientation, gender, ethnicity etc...



- Inclusive Language- The language that we use matters. It also helps to create open dialogue with one another. Participants learn to what are micro-aggressions, their impact, and how to avoid using them. There is also a portion of workshop learning about how your words have consequences and how to have open and honest dialogue about race, sexual orientation, gender, ethnicity etc...
- Multicultural Competence- It is important to learn and recognize difference cultures, back grounds, perspectives, and how to appreciate and live within are ever changing globalized society.
- Race and Race Dynamics on Today's College Campuses: Building Intercultural Competence Inside and Outside the Classroom. This workshop was a collaboration between the Office of Student Diversity and Inclusion and Global Initiatives to assist faculty on learning about multicultural organization development, how to develop and deepen capacity, knowing and exploring triggers, and how to use these acquired skills in the classroom.
- Safe Zone Program provides a network of safe and supportive allies to the lesbian, gay, bisexual, transgender, queer (LGBTQ) community at McDaniel College. Safe Zone Training allowed a space for the McDaniel community to learn how to advocate for and provide a welcoming environment for LGBTQ students, staff, and faculty. This training was offered multiple times throughout the academic year for Resident Assistants, Faculty, Staff, and the McDaniel community at large.

#### *Other Student Organization Events*

- On October 5, 2016, the Hispano-Latinx Alliance sponsored "Taste of Latin America: Copa America" dinner and cultural celebration.
  - On March 25, 2017, the Black Student Union coordinated fieldtrip to Gettysburg College to participate in Gettysburg's annual Step show, which highlighted their NPHC Fraternities and Sororities as well as various other multicultural groups.
  - During April 27, 2017, the ladies of Alpha Kappa Alpha Sorority, Inc hosted the Mr. 1908 Scholarship Pageant. The purpose of the event was to encourage high scholastic and ethical standards at McDaniel College.
  - On April 28, 2017, the Black Student Union hosted their 2<sup>nd</sup> annual Black-Tie Ball, a celebration of black excellence on campus, but also a formal evening for students who don't have the opportunities to attend other formal events.
  - On April 22, 2017, the Asian Community Coalition hosted Asian American Night. The event was full of Asian cuisine, music and fun.
  - During the week of April 3 -5, the McDaniel College McDaniel College's Gender and Sexuality Alliance hosted their annual Allies week which included a faculty/staff/student pizza reception, a presentation by Sam Killerman, "It's Pronounced Metro Sexual, and ended with their annual Drag show which all monies raised were donated to the Trevor Project.
  - The 18th Annual Multicultural Leaders Banquet celebrated graduating student leaders who had served as executive board members of multicultural student organizations, Sankofa Mentors, and Diversity Empowerment and Education Peers. This year, 14 multicultural leaders were recognized for their achievements during their time at McDaniel.
7. Provide examples of campus efforts to recruit and support a diverse student population, such as community outreach, college preparation, tutoring, mentoring, financial assistance, intervention services for at-risk students, and college and career advising. Include student support services, orientation programs, first-year seminars, and academic support designed to assist culturally diverse students.

The Office of Admissions has successfully created a seven-year strategy that includes work with community-based organizations in multiple states, diversity-based campus visits programs and bus tours, and a scholarship competition for talented students in Baltimore. Some of the college bound organizations with which we partner include:

- College Bound works exclusively in Baltimore City public schools to encourage and enable students to pursue a postsecondary education.
- College Tracks changes lives and communities by giving Montgomery County's low-income, first-generation-to-college students the chance to go to college where they can succeed with enough financial aid and continued support to help them attain the degree they seek.
- First Generation College Bound provides pathways thru high school and into college for low to moderate income, at risk, underrepresented youth that attend Prince George's County Public Schools.
- College Directions, Inc. is a non-profit organization committed to closing the education, achievement, and opportunity gap for low-income, primarily first-generation-to-college students. We provide comprehensive college counseling, targeted tutoring, test preparation, study skills, leadership training, and ongoing support, starting in tenth grade and continuing through successful college graduation.
- AVID (Advancement Via Individual Determination), is a global nonprofit organization dedicated to closing the achievement gap by preparing all students for college and other postsecondary opportunities.

In 2016 McDaniel College and Howard County Public Schools announced a new partnership Call the Teachers for Tomorrow programs (T4T). The Howard County Public School System (HCPSS) and McDaniel College announce the inaugural class of 11 Howard County students to receive the Teachers for Tomorrow (T4T) scholarships. Believed to be the first program of its kind in the nation, this innovative program provides full scholarships, including tuition, room and board, for a select group of Howard County students to attend McDaniel, with a commitment to work for HCPSS for three years immediately following college graduation. T4T was developed to increase the diversity among the school system's teachers and the overall workforce, while providing college access to academically talented students with limited resources.

Once students arrive on campus, there are several support networks and resources in place for them. The following provides a snapshot of the many resources available to help all McDaniel students, especial diverse populations, succeed.

#### *Diversity-Related Presentations*

The Director of Student Diversity and Inclusion presents to prospective and admitted students as well as parents throughout the year and outlines the many resources, programs, and support services available to all student populations, especially those from diverse backgrounds. Presentations include power point slides, photos, videos and opportunities for students to interact in order to make the information relevant and interesting to the audience. The Director also presented to education majors in four different courses on the importance of using inclusive language in their future classrooms and the importance of acknowledging different cultures and identities within their curriculum.

### *The First Year Experience*

The First Year Program at McDaniel provides many levels of support for new first-year student or first-year transfer student. Every new student has a student Peer Mentor to help support the transition to college and McDaniel in the first year. The primary goal of the Peer Mentor program at McDaniel is to enhance the first-year experience of all new students at the College. This is done in the process of building mentoring relationships with all new students which provide meaning and relevance to the first year. The College has several Peer Mentor roles: First Year Seminar Peer Mentor, Honors Peer Mentor, Transfer Peer Mentor and International Peer Mentor. The Director of Student Diversity and Inclusion trains the Peer Mentors annually to make them aware of the unique needs of diverse student populations.

### *The Edge Experience Program*

The EDGE Experience was established in the Summer of 2016 by the Office of Student Diversity and Inclusion, and the Division of Student Affairs in order to assist students with their acclimation to McDaniel College. Students from Baltimore City Public Schools were invited to campus for a one-day immersion experience about life on campus, living in residence halls, navigating finances, and successfully balancing academic and social responsibilities. During the academic year participants in the program will meet periodically with upper-class students, Faculty and Staff in order to continue their academic and social development.

### *Student Academic Support Services*

The mission of the Student Academic Support Services (SASS) Office is to assist in creating an accessible college community where students with disabilities have an equal opportunity to participate fully in all aspects of the educational environment. We cooperate through partnerships with students, faculty, and staff to promote students' independence, self-advocacy, and full academic potential. Our department works within the McDaniel community to enhance educational outcomes for our students and promote the recognition of students' capabilities.

### *Global Bridge*

This program is designed for multinational students to provide an affinity group, mentorship, and greater social, academic and social support to students with dual-national and multinational identities (here differentiated from "international" F-1 visa students). These students will join the international students for our enhanced "Cultural Transitions" sessions during orientation, followed by a full calendar of twice-monthly programs that include themed coffee hours, social events, panel discussions, academic support sessions and opportunities to interact in meaningful ways with faculty, staff, and other students with multinational backgrounds. Some of the topics addressed in the programming include academic support (reading, writing, speaking and listening) for English Language Learners, general study skills, classroom culture, dealing with cultural references, managing family relationships and concerns, getting involved in campus life, navigating the U.S. college campus culture, telling one's own story, and exploration of self-identity. We have put the program together with close advisement by students in this group. The program will continue to run with the support of a team of student mentors, most of whom were in the United States for less than five years before arriving to McDaniel College.

8. Describe financial aid programs or scholarships designed to promote cultural diversity.

Competitive scholarship programs are available for the students of College Bound and CollegeTracks. The scholarship competition for talented students from Baltimore has led to increased awareness of McDaniel and a complementary increase in applications from Baltimore area students.

9. How involved are students of color in campus leadership? What is the institution doing to encourage students to become involved in leadership?

Students of color at McDaniel are involved in all aspects of campus life and are leaders in the Student Government Association (SGA), Greek organizations and all student-led organizations on campus. This

past year, the President of SGA, and President-Elect for 2017-18 is a student of color. Two of the three student's visitors to the Board of Trustees were students of color. The annual Leadership Engagement and Development (LEAD) Program provides service-oriented leadership training for first-year students. Many of the students of this year's participants were students of color.

The Office of Student Diversity and Inclusion works with students to develop leadership skills and meets monthly with the presidents of the organizations that fall under its umbrella. The Director of Student Diversity and Inclusion took six students to the African American Student Leadership Experience in Washington, DC in January 2016. The Director will continue to bring students to this conference annually and will support students (when financially feasible) who want to attend culturally-related leadership conferences and workshops.

In a majority of office programs, the Director elicits the help of students to introduce keynote speakers, lead workshops and discussions, or serve on panels to share their experiences. OSDI hires student workers and interns who take leadership roles on several OSDI initiatives. Students lead efforts to grow and improve the Edge Experience Program as well as bring together the multicultural student organizations and develop new ways to build communication among the groups. Students have been instrumental to the development of the Global Bridge program. The program will continue to run with the support of a team of student mentors, most of whom were in the United States for less than five years before arriving to McDaniel College.

10. Describe efforts the institution has made in the past year to recruit diverse faculty, as well as mentoring and professional development programs designed to support culturally diverse faculty members at the institution.

McDaniel is an equal opportunity employer that strives to employ a diverse faculty and those who support diversity. Efforts are made to ensure diverse applicant pools and fair search processes.

11. How is cultural diversity reflected in the institution's leadership? Describe efforts the institution has made to recruit diverse administrators. Include current mentoring and professional development programs to support culturally diverse administrators, as well as leadership development programs to encourage and promote persons of color to leadership positions.

The number of administrators of color at McDaniel is limited. Dr. Debora Johnson-Ross (an African American) served as Associate Dean of Academic Affairs from 2009-2013, and as Interim Dean of the Faculty for the spring, 2013 semester. The individual serving as the Director of Diversity and Multicultural Affairs has often been a member of a protected class. The Director of the Africana Studies program, Dr. Linda Semu, is a sociologist originally from Malawi. There have been two African Americans who have served as department chairs in the past, Dr. Charles Neal (Political Science and International Studies) and Dr. Glenn Caldwell (Music).

The position of Associate Dean of International and Intercultural Programs was developed in 2014, to provide intentional intercultural programs and professional development opportunities for students, staff, and faculty. Amy McNichols, Associate Professor of Spanish, occupies this position.

McDaniel College's Board of Trustees has made diversity a priority among their board, as evidenced by recent appointments of two African Americans and one Cuban American.

In an effort to recruit diverse administrators, the College's affirmative action policy and procedures have been followed in all hiring processes.

12. Describe how the institution assesses its performance in promoting cultural diversity.

McDaniel has partnered with the Higher Education Research Institute (HERI) to assess student learning related to diversity. The Diverse Learning Environments (DLE) Survey is based on research that states

optimizing diversity in the learning environment can facilitate achievement of key outcomes, including improving students' habits of mind for lifelong learning, competencies and skills for living in a diverse society, and student retention and success. The DLE captures student perceptions regarding the institutional climate, campus practices as experienced with faculty, staff, and peers, and student learning outcomes. Diverse student populations are at the center of the survey, and the instrument is based on studies of diverse student bodies and the complexity of issues that range from student mobility to intergroup relations. The data is being used to assess areas of strength and improvement regarding our efforts at promoting cultural diversity.

13. What additional program(s) would you like to implement to enhance cultural diversity if resources were available?

OSDI would like to see the addition of a Diversity and Inclusion Center. It would be great to see a central location for all of the cultural organizations and students from under-represented communities have a place they can call their own.

**PLEASE EMAIL SURVEY RESPONSES BY MAY 19, 2017 TO:**

**Jennifer Frank, MICUA Vice President for Academic Affairs, [jfrank@micua.org](mailto:jfrank@micua.org)**