

**Maryland Independent College
and University Association**
2019 Cultural Diversity Survey

DUE DATE: MAY 31, 2019

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 Diversity and Inclusion (ODI) is housed under the umbrella of the Division of Academic and Campus Life. ODI is staffed by a full-time, master's level Director, a part-time administrative assistant, a graduate assistant, and student employees. The Director of ODI reports to the Dean of Students.

The mission of the Office of 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 Diversity and Inclusion staff advise and support multicultural and identity-based student organizations. It offers several programs and training opportunities throughout the year, and frequently partners with departments, offices, and organizations across campus. At McDaniel College, we believe it is important to learn about different cultures, backgrounds, social identities and how to appreciate and live within those perspectives. For that purpose, we provide workshops to faculty, staff and students.

Examples of Workshops:

- Multicultural Competency
- Privilege, Power and Oppression
- Safe Zone: LGBTQ +, Gender and Sexuality
- Transgender 101
- Difficult conversations: Challenging the Idea not the person
- Creating Inclusive Spaces: Residence Halls, Class room etc...

ODI has also opened an interfaith meditation room that is available to all students, faculty and staff of any religious or non-religious identity for prayer, reflection and meditation. The room is located in Hill Hall 106 and is open Sunday through Saturday from 6:00 am to 10:00 pm. Prayer rugs are available for use. The Interfaith Meditation room is a place where students can meet with local religious leaders to seek guidance and religious/spiritual support. These volunteers will have weekly office hours and will assist ODI with religious/spiritual programs. The room provides:

- Prayer Rugs
- a resource library with various books (i.e - Quran, Bible & Torah)
- Meeting space for religious/spiritual affiliate student organizations

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 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.
 - *The Global Fellows Program*: Launched in 2012, 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.
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. Students recognized at Spring awards ceremony

<https://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/students-recognized-at-spring-awards-ceremony-2019>

- B. “United” Brings College and Community together in Song

<https://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/united-brings-college-and-community-together-in-song>

- C. McDaniel Senior Simi Adeoye of Frederick Named Governor’s Summer Internship Fellow
<https://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/news-release-mcdaniel-senior-governors-summer-internship-fellow-2018>
 - D. McDaniel College African Drum Ensemble
<https://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/news-release-mcdaniel-college-student-african-drum-ensemble-fa18>
 - E. McDaniel students attended the 2019 League of United Latin American Citizens Conference
<https://www.mcdaniel.edu/information/headlines/news-at-mcdaniel/archive/mcdaniel-students-attended-the-2019-league-of-united-latin-american-citizen>
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.

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 Phi Alpha Fraternity Incorporated: Apha Phi Alpha Inc. is the first intercollegiate Greek-letter fraternity for African American males, that was founded in 1906 at Cornell University in Ithica, New York.
- 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 traditional Arabic Dabka (folk dance), belly dancing, and Arabic calligraphy.
- 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, "Back to our Roots" and the program included dance performances, singers, a special performance from A1 Chops, and diverse food options representing a variety of cultures.

Cultural Student Organization programs

BLACK STUDENT UNION

Back to Party

Date: September 2, 2018

A social for students to have fun at the pool and relax before getting the semester started.

Battle of the Sexes

Date: September 28, 2019

Hosted a fun night for students. Girls vs. boys and the boys won this time.

Pink Out Day

Date: October 1, 2019

Members wore all pink to support Breast Cancer awareness.

Clack Out Day

Date: October 5, 2019

Members were asked to wear all black for those who suffered from police brutality.

Escape Room

Date: October 31, 2019

The members of the e-board all had the opportunity to create an escape room for students based off a scary movie. People who chose the rooms had to figure out the riddle in order to get out.

Soul Sister Session

Date: February 7, 2019

The organization started a cookbook and did word activities to express what it means to be a woman.

Why I love my Melanin

Date: February 14, 2019

The organization had a table where people came and wrote why they love their melanin or support people of color.

End of Black History Month party

Date: February 28, 2019

The organization held a celebration to celebrate Black History Month.

CURLFRIENDS:

Curlfriends Episode: Curl N' Out

Date: September 17, 2018

This event was a fun event to have our members get to know each other. This event was basically a parody of the MTV TV show wild n out. Students used a jingle to explain a hair product that they like to use on their hair. Members were split up into two teams and the winner got brownie points.

Curlfriends Movie Night

Date: November, 2, 2018

Members came together with a few snacks to watch a movie related about hair and to take a stress reliever from school.

HISPANIC LATINX ALLIANCE (HLA)

Hispanic Heritage Month Celebration

Date: September 15 – October 15, 2019

- Week One- Mini Event Outside of Glar with fun facts about Latin countries and their Independence Day
- Week Two- Quesadilla Fundraiser
- Week Three- Food and Drink Sampling in Kriel Lounge
- Week Four- Closing Game Outside of Glar

INTERVARSITY CHRISTIAN FELLOWSHIP

Weekly Events:

Small Group Bible Studies:

Groups of students (ex. Freshmen, women, men, Black Campus Ministries, Theatre students) get together weekly to pray and study a passage of scripture

Large Group: Thursdays at 8:30pm

Students gather to worship and do a big group scripture study or hear a talk from a local Christian adult

Yearly Events:

Freshman Church Service

Date: August 26, 2019

First-year students are invited to come to Little Baker Chapel for a traditional church service (worship and a talk) and to eat brunch with some of our members afterwards.

Root Beer Floats

Date: August 28, 2019

InterVarsity provides free root beer floats to students, hands out info cards about our meeting times semester and upcoming events, and hangs out to talk with whomever wants to chat.

Cook-out on the Quad

Date: August 31, 2019

Deep Run Church hosts a cookout on the Quad with food and lawn games. Any students can stop by for free food to go, or they can hang out and talk with us.

Labor Day Hike:

Date: September 3, 2019

Student's carpool over to Hashawa to hike together for a fun day off campus.

Text-a-Toastie

Date: September 9, 2019

InterVarsity students set up a Google phone number. From the hours of 7pm to 9pm, any student can text in a question about God, the Bible, or Christianity and an order for a “toastie,” and we will deliver their sandwich and answer to wherever they are on campus.

Pumpkin Picking at Baughers

Date: October 7, 2019

Student’s carpooled over to Baugher’s Orchard and Farm to pick pumpkins and spend a day having fun off campus together.

Fall Conference

Date: October 19–21, 2019

Students are given the opportunity to travel to River Valley Ranch to study scripture, attend workshops on spiritual development, hear talks from spiritual leaders, and meet students from other IV chapters in the region.

InterVarsity Halloween Party

Date: October 26, 2019

Students gather to eat food, play games, and talk to celebrate the holiday.

Friends giving Meal

Date: November 17, 2019

IV leaders cook homemade food and bring it to a room on campus so students can dine together. This evening is especially nice for students who cannot go home for the holidays. It allows McDaniel to feel more like home, and even offers students the opportunity to share dishes and traditions of other cultures.

Worship Night:

Date: November 29, 2019

Students lead or showcase different styles of worship. This event allowed collaboration with other campus groups such as FCA, the gospel choir, and dance students.

Soul Café

Date: February 8, 2019

Black students and friends are gathered to worship God through the arts and to share their gifts with the community through an Open-Mic Night.

Release Leadership Conference:

Date: February 9, 2019

Black students are invited to discuss current issues of brokenness and injustice in our world and learn how to respond in a healthy, Biblical manner.

Adelante:

Date: February 23, 2019

Latino/a students are invited to a conference for training on how to lead Bible Study and outreach while recognizing and living out the gifts of Latino/a heritages.

Spring Break Urban Plunge:

Date: March 16 –21, 2019

Students are given the opportunity to travel to Baltimore for a conference that allows them to learn about urban social justice issues and how to serve in effective ways.

24-Hour Prayer Room

Date: April 19 –20, 2019

Pairs of IV leaders take shifts in the prayer room to be available to pray with or for students. The room has stations for praying for healing, the world, and campus, as well as for art and journaling/reflection.

Senior Night:

Date: May 10, 2019

Students celebrate the seniors who are leaving this year by writing them notes and spending one final event together. Seniors give their parting advice about college and spiritual development.

Chapter Camp

Date: May 18 –24, 2019

Students are given the opportunity to travel to a Young Life camp in Glen Spey, NY for a week of scripture study, worship, fellowship, fun activities, and reflection.

JEWISH STUDENT UNION:

Hamentaschen sale

Date March 14, 2019

The organization sold and delivered hamentaschen cookies to students around campus as well as attached the story of purim to the delivery for the educational purpose.

Lotsa Latkas

Date: December 7, 2019

The organization sold latkas and delivering them to students around campus for hannukkah.

Lectures and Events

Global Issues Colloquium: "Migration and Communities in the U.S. and Beyond"

Date: Wednesday, September 12, 2018

This community-wide, interactive discussion of global migration provided participants the opportunity to come to a greater understanding of the forces that drive migration and how immigration shapes communities in the U.S. and in other countries. There was a panel of McDaniel faculty members from Political Science, Sociology, and Social Work on hand to respond to participants' questions. Dr. Erin Watley, Assistant Professor of Communication, facilitated this interactive discussion. This program was co-sponsored by the Office of Diversity and Inclusion.

National Coming Out Day Celebration

Date: Thursday, October 11, 2018

The Office of Diversity and Inclusion, in collaboration with the McDaniel College Gender Sexuality Alliance and Sodexo Dining Services, will be celebrating the 30th Anniversary of National Coming Out Day. There will be agencies from around Maryland that support LGBTQ + communities handing out information, with a special themed lunch and various give a ways. On Oct. 11, 1987, half a million people participated in the March on Washington for Lesbian and Gay Rights. It was the second such demonstration in our nation's capital and resulted in the founding of a number of LGBTQ organizations, including the National Latino/a Gay & Lesbian Organization (LLEGÓ) and AT&T's LGBTQ employee group, LEAGUE. The momentum continued four months after this extraordinary march as more than 100 lesbian, gay, bisexual, transgender, and queer activists from around the country gathered in Manassas, Va., about 25 miles outside Washington, D.C. Recognizing that the LGBTQ community often reacted defensively to anti-LGBTQ actions, they came up with the idea of a national day to celebrate coming out and chose the anniversary of that second march on Washington to mark it.

Alina Fernandez: Daughter of Fidel Castro

Date: Thursday, October 11, 2018

In celebration of Hispanic Heritage Month, Alina Fernandez shares her first-person, intimate account of growing up in Cuba, and the many, broad sweeping changes effecting Cuba today and into the future, as a result of Obama era politics and social and political reforms. She is a witness with a unique vision, not only of her father, but of how the country changed after The Revolution, but also of Cuba's rapidly-changing climate right now, uncertain future, and tremendous potential for a better life in Cuba for everyone.

C. Anthony Muse: “Race, Faith and Politics”

Date: Wednesday, October 17, 2018

Mr. Muse is a Baltimore native who earned a Doctorate from Howard University, currently the Senior Pastor of Ark of Safety Christian Church and serving his third term as a senator representing Maryland’s 26th Legislative District. He discussed the intersection of Race, Faith and Politics.

National Museum of the American Indian: Weekend Blitz Trip

Date: Saturday, November 10, 2018

In celebration of American Indian Heritage Month, the office of Diversity and Inclusion in Collaboration with the Office of Student Engagement sponsored a trip to the National Museum of the American Indian. The focus of the trip was to attend the exhibit: Return to Native Place: Algonquian Peoples of the Chesapeake.

Transgender Day of Remembrance

Date: Tuesday November 13, 2018

The Office of Diversity and Inclusion, Wellness Center and McDaniel College Gender Sexuality Alliance observed Transgender Day of Remembrance. There was a vigil to honor and remember all of the transgender individuals who had died this year and various other events for students, faculty and staff to observe this day.

Kwanzaa Celebration Dinner

Date: Tuesday, December 4, 2018

ODI invited the McDaniel Community to celebrate Kwanzaa with dinner, gift exchange and a small ceremony honoring the holiday. Kwanzaa is an African American and Pan-African holiday which celebrates family, community and culture.

Ernie G, Empowerment Comedian

Date: February 4, 2019

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. Co-sponsored by League of League of United Latin American Citizens (LULAC)

Ernie G, Leadership Workshop

Date: February 5, 2019

Ernie G facilitated a Leadership workshop for students to increase and maximize their leadership potential. Co-sponsored by League of League of United Latin American Citizens (LULAC)

Enzo Silon Surin, Poet, Educator, publisher and social advocate

Date: February 13, 2019

Enzo Silon Surin, Haitian-born poet, educator, publisher and social advocate, and the author of two chapbooks, *A Letter of Resignation: An American Libretto* (2017) and *Higher Ground* (2006). He is recipient of a Brother Thomas Fellowship from The Boston Foundation and is a PEN New England Celebrated New Voice in Poetry. Enzo's talk "We Are The Ones We Have Been Waiting For" focused on reclaiming our past in order to liberate and empower our present. Co-sponsored by Black Student Union. (Part of Black History Month celebration)

Kavindu Jointe, Spoken Word Poet

Date: Monday, February 18, 2019

"As a Black Transgender Queer person, Kavi bridges the intersections of personal and political identity, with poems that focus on a range of topics, such as street harassment, sexuality, class, gender, race, love, relationships, grief and hope." Co-Sponsored by McDaniel College's Gender Sexuality Alliance (GSA)

Phenomenal Women Awards Banquet

Date: March 27, 2019

In Celebration of Women's History month, ODI honored a student and faculty/staff member that exemplified what it is to be a McDaniel College woman. The program was based off the Maya Angelou poem "Phenomenal Woman". Co-sponsored by Phenomenal Women and Part of Women's History Month celebration.

Zepp Lecture: Guest Speaker Dr. Cornell West

Date: March 29, 2019

McDaniel College hosts a bi-annual lecture to honor one of its most distinguished faculty Dr. Ira G. Zepp, Jr. Dr. Zepp was a strong believer and advocate for social change and this year Dr. Cornell West was invited to deliver speech that honors Dr. Zepp's tremendous work.

Storm Smith: The Untapped Gold Mine of Adversity that Virtually No One Knows About

Date: April 1, 2019

This presentation invited the audience to experience the powerful story of Storm Smith, a Deaf woman of color and acclaimed creative filmmaker/visual storyteller. They learned all about her transformative journey from growing up in Los Angeles, to constantly making the ultimate decisions as a Psychology student in Washington D.C., to unexpectedly landing a dream career at a top advertising agency in New York. Co-sponsored by the ASL Program.

1st Generation Student Panel

Date: April 16, 2019

Office of Diversity and Inclusion sponsored you a 1st generation student panel to hear from faculty, staff and students that identify as a 1st generation student. The panel discussed what they have gone through as a 1st generation student, what were some of the obstacles and how to overcome these challenging barriers. CO-sponsored by Palabras 2 Words.

Henry Navarrette Méndez

Date: April 24, 2019

Henry's presentation depicted his journey that took him from El Salvador to the United States. Henry walked the audience through his encounters with cartels; ending up in a Mexican juvenile detention center and eventually getting the opportunity go to college in the U.S.

Inclusive Excellence Award Ceremony

Date: April 30, 2019

ODI proudly celebrates McDaniel College's graduating seniors who have demonstrated inclusive excellence during their career here at McDaniel College. This year our keynote speaker was Rev. Herbert Watson (Class of 1976).

Workshops

- 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, backgrounds, perspectives, and how to appreciate and live within are ever changing globalized society.
- 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.

- Transgender 101 Training – Provides faculty, staff and students an understanding of terminology, how to support individuals who identify as transgender, identify some of the barriers that transgender individuals encounter and provide a welcoming and affirming space for our transgender faculty, staff and students.
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.

In our online and print promotional materials we are ever conscious of representing a true depiction of McDaniel's diverse student body. Making sure to include a balance of genders, cultures, ethnicities & race is ongoing.

The Office of Admissions has successfully created a seven-year strategy that includes work with community-based organizations in multiple states, diversity-based campus visit 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.
- CollegeTracks 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 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 is a mentorship program for first-year students from Baltimore City Public schools. During the summer, First-Year Students are invited to attend McDaniel Local. It is an exciting summer program that blends orientation and academic vision-setting. At McDaniel Local, students will spend time on campus before the start of the semester, make friends, meet mentors, and get connected to Westminster community.

During the academic year, students are required to attend monthly meetings and periodic social functions. They also are paired with a upper-class student mentor, to give advice and support to navigate their first year of college. Faculty and Staff also assists in their development and overall success at the college. As a member of the Edge Experience program you will be given a brand new Under Armor backpack full of school supplies.

Program Goals:

- Connect - By participating in the program, students can establish a connection with their student mentors, the campus community and the surrounding community.
- Support – Students are provided with support from student and staff to provide them with a well-rounded experience academically and socially.

- Engage – McDaniel College offers many opportunities to be engaged. As a part of this program, the students are expected to attend programs, events, and community service programs throughout the academic year.
- Retain – Provide students with support to be successful and complete their degree.

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 who 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 College Tracks. 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?

The Office of Diversity and Inclusion work with students to develop leadership skills and meets regularly with the presidents of the organizations that fall under its umbrella. 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 2018-19 is a student of color. Two of the three student's visitors to the Board of Trustees were students of color. The Black Student Union, Africa's Legacy, Hispanic Latinx Alliance and Asian Community Coalition are some of the most active student organizations on campus. They sponsor various programs

throughout the year and many of the members of these organizations are also Resident Assistants, Peer Mentors and Tour guides for the office of Undergraduate Admissions.

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. ODI hires student workers and interns who take leadership roles on several ODI 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 who 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 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. Given this century-old heritage, it follows naturally that McDaniel College will strive to excel in providing equal educational and employment opportunity for all individuals regardless of race, religion, color, national origin, disability, age, sex, sexual orientation, pregnancy, military status, genetic information, marital status, veteran's status or any other legally protected status. Our commitment to develop a thriving diverse campus is supported three main initiatives; a hiring plan designed to recruit faculty and staff of diverse backgrounds, ongoing training opportunities for faculty and staff, and structural committees to engage in ongoing, collaborative work.

Hiring Plan

Our hiring plan recommends recruitment procedures intended to result in equitable representation of protected classes in the faculty, administration, student body, and staff. It commits all of us to apply the spirit of equality in the total life and work of the College. Through guidelines for enlightened recruitment, selection, placement, and employee development, the College's hiring plan goes beyond equal employment opportunity in the effort to set an example for our campus and community at large.

McDaniel College uses a search committee structure for selection and hiring decisions. As part of the search committee responsibilities, all members must complete a training designed to incorporate equal opportunity strategies throughout the entire process beginning with evaluating the required qualifications of the job to the actual hiring decision itself. Topics of education include the College's policy on equal opportunity hiring, implicit bias and how to minimize their own influences, how to objectively evaluate candidates, how to design interview questions that create a fair and objective opportunity to demonstrate job-relevant competencies, strategies to avoid questions that are prohibited by state and/or federal regulations and considerations for job advertisements that will pool a diverse group of job applicants.

Structural Committee Work

The College has a committee structure to further facilitate work supporting a diverse campus community. The Faculty Inclusion and Diversity Committee is a standing

committee with four elected faculty members, a staff visitor and an administrator visitor. The work of this committee promotes the hiring and retention of an inclusive and diverse faculty; reviews and recommends policies promoting intercultural competence and inclusion in the classroom and academic programs; fosters faculty awareness of best practices for inclusion and diversity in pedagogy and campus life. The College has two different committees that focus on combating the prevalence of gender-based misconduct including discrimination and harassment. The Sexual Assault Response Team (SART) is a smaller committee that works directly with the campus community in response to alleged incidents of gender-based misconduct as well as overseeing strategic prevention educational initiatives.

The Coordinated Community Response Team (CCRT) is a larger advisory committee with a cross-section of faculty and staff as well community partners including the local Rape Crisis Intervention Services of Carroll County, Family and Children's Services and the Westminster City Police Department. This committee makes recommendations on policy, program planning and general philosophy related to developing a community that is free from gender-based misconduct. The work of the SART and CCRT committees is also guided by a joint federal grant supported by the Department of Justice in partnership with the Office on Violence Against Women. It was through the SART and CCRT work that focus groups with students of color and students identifying with the LGBTQ spectrum were conducted in 2018, as well as a biennial campus climate survey. The feedback from these three sources was used to inform the College on training opportunities for faculty and staff.

Training Opportunities

A series of trainings were offered during the 2019 Academic Year in response to the feedback received from two different focus groups and a survey. Specifically, those trainings included:

Generation Z Session,

Date: July 25, 2018

Presenter: Melanie Conley, Director of Student Academic Support Services at McDaniel College

Generation Z is defined as the cohort born between 1995-2010, which is the age group of our current "traditional" undergraduate population. They possess unique qualities that impact their performance as students and citizens. In this session, we will explore the characteristics of Gen Z students, what has shaped them, how they view themselves, and the way they work as students. Additionally, we will explore ways to bridge the gap in working with students of this generation while learning about strategies to motivate them. Whether you work with students, supervise students or just want to know more about our student population, this training could assist you in successfully partnering with this generation.

Diversity Issues: Structural Inequality and Classroom Strategies.

Date: August 22, 2018

Presenter: Natalie Gillard, founder of Factuality and Assistant Vice President for Multicultural Experience at Stevenson University

Professional development session focusing on diversity and structural inequality intended for staff and for faculty.

The Struggle is (Still) Real: Mental Health and Disabilities on Campus.

Date: August 22, 2018

Presenters: Melanie Conley, Director of Student Academic Support Services at McDaniel College and Heidi Huber, Director of the Wellness Center at McDaniel College

LatinX/Hispanic Students: Best Practices and Promise for Our Growing Population

Date: November 1, 2019

Presenters: Dr. Amy McNichols, Associate Professor and Director of Global Fellows Program and International Student Advisor and José Luis Moreno, Director of Diversity and Inclusion

LatinX/Hispanic student population has grown by over 240% since 1996 and continues to grow steadily. In fact, our majority population could in fact be LatinX within a few decades. Please join our conversation about making McDaniel a place they want to call home and where they will thrive, from admissions to retention to graduation day.

Diversity Issues: Structural Inequality and Classroom Strategies Factuality

Date: Thursday, February 28, 2019

Presenter: Natalie Gillard, founder of Factuality and Assistant Vice President for Multicultural Experience at Stevenson University

These professional development sessions about diversity and structural inequality are intended for staff and for faculty who were unable to attend the August faculty development retreat.

Case Studies on Tackling Your Classroom Cultural Conflicts

Date: Thursday, April 18, 2019

Presenter: Dr. Erin Watley, Assistant Professor in the Cinema and Communications Department

During this session we discussed some of the specific cultural diversity related challenges that we have encountered in our classrooms. We examined how cultural identity has impacted individual student issues, collective classroom interactions about social hierarchies and power, or smaller student group dynamics, and then discuss how to navigate those occurrences in ways that are culturally supportive and affirming. We went over some general tips for facilitating critical cultural exchange and addressing conflict, but the majority of the time was spent discussing attendee's own scenarios.

Lastly, the Wellness Center has also continued their work to support students of underrepresented populations on campus. The Wellness Center recently received the American College Health Association's College Well-Being Award. This \$3500 grant will help fund a new initiative, "A Community Response to Race-Based Stress/Trauma," focused on maximizing the well being of McDaniel's students of color. Current campus-wide diversity training efforts will be augmented by providing a specific focus on race-based stress/trauma for staff, faculty, and administrators. Mental health providers in the College's Wellness Center will partner with colleagues from other departments to collaboratively create and implement community-based outreach programs that will incorporate shared processing of experiences as well as specific skills for coping with race-based stress. Lastly, we received a generous donation further supporting this work to fund a new College Counselor position focused

on supporting individuals who may identify with an underrepresented racial and/or ethnic identity, a diagnosis on the autism spectrum, learning disability or attention deficit disorder. The search process is underway and expects to have an individual selected to begin in Academic Year 2020. This position is also expected to serve as a subject-matter expert and resource for the campus community.

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.

In an effort to recruit diverse administrators, the College's affirmative action policy and procedures have been followed in all hiring processes. 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 Student Diversity and Inclusion 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). McDaniel promoted an African American woman to Assistant Professor in the Cinema and Communications Department. She is also the Assistant Director of the Honors Program. Lastly, McDaniel College's Board of Trustees has four African American members and one Asian member.

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. ODI and other departments regularly collect surveys after trainings and cultural programs to ask for feedback from students. These surveys serve as vital tools for future programs and trainings.

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

ODI continues to advocate for 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. Also, McDaniel College continues to recruit a large number of students from under-represented communities and it would be great to have another full time administrator in ODI to help with programming and to better support our students.

PLEASE EMAIL SURVEY RESPONSES BY MAY 31, 2019 TO:

Jennifer Frank, MICUA Vice President for Academic Affairs, jfrank@micua.org