



# MULTICULTURAL CENTER

Office of Diversity and Community Engagement  
Strategic Plan (2018-2023)



# Mission Statement

The Multicultural Center is committed to providing a variety of quality cultural programs, educational resources, leadership opportunities and support services that enhance the ability of UT Dallas students to achieve success in their academic, personal and work lives.



## Core Values

**EXCELLENCE:** We pride ourselves on achieving a high standard of quality programs & services which provide the utmost satisfaction.

**STUDENT FOCUSED:** We value student involvement, engagement & feedback to provide programs & services that shape the cultural experience of our campus.

**COLLABORATION:** We value intentional partnerships at all levels that assist us in service of our students, UTD campus & greater community.

**DIVERSITY:** We believe that inclusive environments enhance educational experiences and create successful academic outcomes.

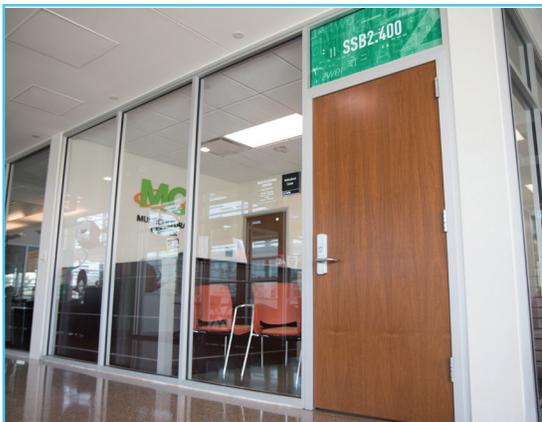
**INTEGRITY:** We maintain an ethical, professional & just methodology of leadership and service.



The Multicultural Center Staff

## Learning Objectives

- Students will be able to demonstrate cultural competency by identifying various cultures and defining their own
- Students will be able to identify and utilize resources to excel academically and develop personally
- Students will be able to create community and discover resources to function in a diverse workforce and global society



## Multicultural Center Description

As we prepare to celebrate 15 years at UTD, a part of the Multicultural Center's mission is to meet the needs of our Underrepresented Minority (URM) Students on this growing and evolving campus. Currently, the Multicultural Center presents over 100 programs per year that increases cultural awareness, diversity education and student success for the UT Dallas greater community. These events include but are not limited to lectures, films and videos, panel discussions, cultural celebrations, leadership programs, mentoring and tutoring programs, diversity workshops, dialogues and trainings. As the university grows so does the engagement and participation of our UT Dallas students. The Center also provides a space that students can call "home" which is equipped with a relaxation lounge, study room, computer center, conference room and staff that are great resources for on and off campus information.

# Focus Areas

CULTURAL PROGRAMS & EVENTS

DIVERSITY EDUCATION

STUDENT SUCCESS & OUTREACH

## Strategic Initiatives

- 1 Expand campus wide cultural programs and events to create a more inclusive and culturally aware campus
- 2 Increase and strengthen student success initiatives that lead to graduation
- 3 Expand campus wide diversity education to create a more culturally competent student body
- 4 Improve data and assessment collection to guide programming initiatives
- 5 Develop and implement additional resources to support the mission of the Multicultural Center



### 1 Initiative One: Expand campus wide cultural programs and events to create a more inclusive and culturally aware campus

UT Dallas has experienced an exponential growth within our student body. This growth comes with an increase of Multi-racial students and a need for additional programming in the areas of Social Justice, Multi-racial and Middle Eastern cultural programs. The Multicultural Center continues to strive to create a space for students to experience a more inclusive and culturally aware campus. Therefore, moving forward we will work to increase the awareness, education and development of all students by expanding our campus wide cultural programs and events.

- Action Item 1.1: Revamp assessment approaches to adequately assess learning and value added from cultural celebrations, programs and events
- Action Item 1.2: Hire a Graduate Assistant to aid in the development, recruitment and assessment of our programs
- Action Item 1.3: Develop and implement a Multicultural Center Transcript, listing cultural programs, events, trainings and student engagement for students
- Action Item 1.4: Create a Social Justice/Multiculturalism Institute for students
- Action Item 1.5: Create programs and initiatives that foster and increase cross cultural integration of programming and advocacy
- Action Item 1.6: Expand the Multicultural Peer Advocates program to include Middle Eastern and Social Justice programming
- Action Item 1.7: Establish a Multi-racial student network to address the growing needs and challenges of this student population



## Strategic Initiatives (continued)

### 2 Increase and strengthen student success initiatives that lead to graduation

The Multicultural Center is committed to the creation and development of all our students who face a more globally diverse leadership pool in today's as well as tomorrow's work world. We will continue to develop and strengthen current programs that lead to student success and graduation as well as leadership opportunities for our URM student population. We believe in the importance of intentional and collaborative partnerships on and off campus.

- Action Item 1.1: Hire a Student Success Coordinator to assist with academic support and gender specific student development programs
- Action Item 1.2: Create a space for an Academic and Career Advisors to engage students within the MC
- Action Item 1.3: Maintain end of the year celebration banquets and develop a Multicultural Graduation Celebration Acknowledgment Ceremony
- Action Item 1.4: Create an Asian American Faculty/Staff and Student Leader Task Force to strengthen student development programs and initiatives for Asian American students
- Action Item 1.5: Create a Graduate Assistant position to support Student Support & Success Programs
- Action Item 1.6: Develop a leadership conference for URM Students
- Action Item 1.7: Hire a professional Counselor to meet the needs of URM Students
- Action Item 1.8: Creation of an Emergency Fund Program for URM students

### 3 Expand campus wide diversity education to create a more culturally competent student body

To truly embrace and celebrate the rich diversity of the campus, we will continue the development and implementation of cross-cultural education workshops and trainings. Our staff is committed to developing a Diversity Education Curriculum that will be required for all new and current UTD students. The Diversity Education program will continue to work to create a culturally competent student body.

- Action Item 1.1: Continue to enhance current Diversity Education programs
- Action Item 1.2: Create a working definition of Cultural Competency for the UT Dallas Multicultural Center
- Action Item 1.3: Develop a Diversity Education Curriculum which includes: the development and implementation of a one hour credit course on Diversity Education and a three hour Diversity workshop for all students
- Action Item 1.4: Develop and implement a plan that will add Social Justice programming into Diversity Education programs
- Action Item 1.5: Develop academic partnerships with Faculty and Academic Programs to promote cultural competency
- Action Item 1.6: Hire additional students for the Diversity Peer Education Program
- Action Item 1.7: Strengthen the partnership with International Student Center

### 4 *Improve data and assessment collection to guide programming and support service initiatives*

Over the next five years, the goal of the Multicultural Center is to improve the assessment and data collection of our programs, support services and initiatives. Our goal is to research, develop and implement systems that are more effective in gathering this information. We are committed to tracking the numbers of new students who utilize our services as well as those who attend our programs, trainings and events to better enhance and understand the effectiveness of our programs and services.

- Action Item 1.1: Develop and implement a digital way of tracking MC programs and events as well as MC space and usage
- Action Item 1.2: Research ways to assess student engagement that captures the impact of the MC on student success at UTD
- Action Item 1.3: Implement a program review assessment of the Multicultural Center
- Action Item 1.4: Create either a Graduate Assistant or FTE position for assessment management and development, as well as the management of student academic records

### 5 *Develop and implement additional resources to support the mission of the Multicultural Center*

As we prepare for the future of the Multicultural Center and possible unforeseen changes, it is imperative that the Multicultural Center Staff identify additional resources and funds to support the mission, vision and core values. These resources will assist in the continued development and growth of our students and the Center.

- Action Item: 1.1: Develop and Implement a Capital Campaign to raise additional funding for the Multicultural Center
- Action Item: 1.2: Develop and implement a plan to engage URM Alumni and Corporate partnerships by working with the Alumni and Development Office
- Action Item: 1.3: Develop a partnership with the Office of Communications to assist with the Marketing of the Multicultural Center
- Action Item: 1.4: Hire a Secretary III to assist the Administrative Assistant and additional staff
- Action Item: 1.5: Hire a full-time Marketing Staff person
- Action Item: 1.6: Develop a Multicultural Center App
- Action Item: 1.7: Identify future space for growth of the Multicultural Center