The Journey of Striving for Equitable Outcomes for All

Dr. Martin Luther King Jr. Celebration Breakfast

TIME: 8:00 AM
DATE: 01/17/2022
LOCATION: HNU · BEAUX ARTS BALLROOM
BEMIDJI STATE UNIVERSITY

Center for Diversity, Equity, and Inclusion

Year in Review

July 2022
Prepared by Dr. Ye (Solar) Hong, Ph.D.
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The Center for Diversity, Equity, and Inclusion (CDEI) continually encourages conversations on diversity, equity, and inclusion to enhance multicultural understanding by organizing and coordinating educational events and trainings as well as providing advisory and supportive services to students.

During the academic year, the Center for Diversity, Equity, and Inclusion has implemented a total of 45 programs and trainings to the campus community. The Center also provided pre-professional employment for students' growth and development.

As the new academic year approaches, I am excited to work alongside the campus community at both Bemidji State University and Northwest Technical College. Together, we will provide diverse platforms to create a unique and inspiring experience that acknowledges and celebrates diversity. We will continue striving for an equitable outcome for all.

Dr. Ye "Solar" Hong  
Director of Diversity, Equity, and Inclusion  
Title IX Process Advisor  
Athletics Diversity and Inclusion Designee
Our Events

The Center serves all students with emphasis on international, BIPOC (Black, Indigenous, and People of Color), non-traditional, first-generation, LGBTQ+, students with disabilities, etc. A total of 35 educational events have been developed, coordinated, and implemented in academic year 2021-2022 for the student population. The majority of our events focus on cultural celebration, education and heritage. Nine special events (e.g., Multicultural Congratulatory Ceremony, Dr. Martin Luther King Jr. Celebration Breakfast), and eight film and discussion sessions have been held. In addition to the three episodes of diversity podcasts and panels, three sessions of the newly launched reading and conversation with Faculty series have been brought to the campus community during the academic year.
Event Breakdown

Annually, we recognize underrepresented cultures and populations. As an educational agent for change, we ensure that we represent an array of experiences and ways-of-being from around the world. As indicated by the graph below, during this year, most events were implemented during the month of February. There was an average of three events per month during the academic year 2021-2022.

![Event Breakdown Graph](graph.png)
Fall 2021 Snapshot

Fall semester welcomes many cultural celebrations and education opportunities for our students. During the semester we celebrate Hispanic, Latinx, and Chicanx heritage and history, dis/Ability awareness, American Indian and Indigenous heritage and history, and LGBTQ+ history and heritage. Some of our events are below.

- Guitar Concert
- Cineforum for Hispanic, Latino/a/x Heritage Experience
- Diversity Open Lecture Series - Hispanic and Latino/a/x Cultural Topics
- Colombian Nature in Photography and Literature
- Diversity Panel - for Social Work students
- Crip Camp Movie Watching and Discussion
- Student Panel - Disability Experiences at BSU
- NCAA Diversity and Inclusion Social Media Campaign
- Day of The Dead Celebration/Altar
- Overcoming Racism Conference
- Transgender Day of Remembrance
Spring 2022 Snapshot

With the spring comes great opportunity to acknowledge, celebrate and educate. Our students live with many intersections related to how they identify. During the spring semester, we recognize moments in time such as Ramadan and women's history and heritage. Some of our events are below.

- The Dr. Martin Luther King Jr. Celebration Breakfast
- Shang-Chi Movie Watching and Discussion
- Year of Tiger - Chinese New Year Cultural Demonstration
- Lantern Festival Trivia Night
- Drop-in Group Gathering
- Documentary Screening and Discussion
- The Help Movie Watching and Discussion
- Group Work Diversity and Leadership Panel
• Reading and Conversation with Faculty series - Women in Teaching - Session 1, 2, 3
• "To the Women that Changed My Life" Message Boards
• "At the Heart of Women's Excellence" series of podcasts
• Diversity Afternoon Snacks - Purim
• Assimilation and Cultural Shock - Intercultural Communication
• Asian/Asian American and Pacific Islander Tunnel of Oppression
• Annual Multicultural Congratulatory Ceremony
Our Services

The Center is staffed all year with professional staff. Pre-professional staff are hired during the academic year. Our services are student-focused and rooted in a holistic model of praxis. Our services consists of training and tailored educational presentations, lounge space, pre-professional employment, student advising, and consultation. We also conduct DEIA+ center evaluation.

Training & Tailored Presentations

A total of 10 trainings and tailored presentations have been delivered to students in academic programs, student leaders in student clubs and organizations, as well as students serving as residential assistants.
Lounge Space

It is crucial for students to have safe space to express their full culture. In the Center we provide that space. Students may use the lounge space to relax, organize, study, host events, and build community. We encourage students to use the space annually.

- Student organization reservation for organizational meetings
  - The Phoenix
  - Black Student Union
  - Psychology Club
- Special event reservation
  - Day of the Dead Celebration
  - Lantern Festival Trivia Night
  - University of Minnesota Extension - Center for Youth Development
  - Traditional Skills Workshop (by Bemidji State University - Sustainability)
  - Creativity Festival (by Northwest Service Cooperative)

Pre-professional Employment

Preprofessional employment positions have been created for students to pursue professional development and personal development via working at the Center:

- Event Operations
- Facility Scheduling & Management
- Social Media Management

Student Organization Advising

The Center also provides guidance and support to student identity groups, including International Student Organization, Black Student Union, and the Phoenix.
Community Engagement

In addition to developing, coordinating and implementing a variety of events to engage the campus community, the Center also delivers training and presentations to enhance the understanding of diversity, equity, inclusion, antiracism plus within the local and regional communities.

In academic year 2021-2022, Safe Zone Training was delivered to professional employees in Minnesota State colleges and universities twice. Two diversity focused presentations were conducted for local community members of LaunchPad and the Hope House.

In academic year 2022-2023, the Center will be actively engaged in the collaborative project with Minnesota North College Customized Training Solutions to provide DEIA+ training to professionals in the local communities.
The University

The Center has utilized 66.3% of non-salary budget and 98.8% of student-salary budget for fiscal year 2022. Among the non-salary budget usage, expenses for catering services accounted for the largest portion.
The College

The Division of Diversity, Equity and Inclusion was established during this academic year. With the division came a designated on-campus office. This academic, the Center began to expand it's programming and student support efforts. In the years to come we expect to leverage our budget to serve the students of Northwest Technical College.

Student-salary Budget Usage

Student-salary budget has not been utilized for academic year 2021-2022, as no pre-professional staff was hired to work at Northwest Technical College.

Non-salary Budget Usage

The Center has utilized 8.9% of non-salary budget of the division for institutional membership with professional affiliations.
Preprofessional Staffing
The Center employs students as preprofessionals. Our preprofessionals have the opportunity to work within the domain of social justice, racial justice, diversity, equity, inclusion, antiracism plus. This opportunity is centered on development and professional work force preparation that emphasis DEIA+.

Josie Kyle (they/them/their)
Third Year
Mass Communication major
Event Operations Specialist

Madison Weyker (she/her/hers)
Second Year
Social Work and Political Science - emphasis in Pre-Law
Social Media Manager

Rilee Michaelson (she/her/hers)
Second Year
Health and Physical Education major
Scheduling & Facility Coordinator
The Center for Diversity, Equity, and Inclusion has three preprofessional staff positions for students who would like to pursue professional and personal development in the DEIA+ areas on campus.

- Event Operations Specialist assists with managing the daily operations of the Center, as well as coordinate events.
- Scheduling & Facility Coordinator assists with scheduling event venues for the Center's programming, as well as assessment of the lounge utilization.
- Social Media Manager assists with managing the Center's social media accounts, as well as assessment of social media utilization.

Preprofessional staff report to the Director of Diversity, Equity, and Inclusion. As a benefit, evaluations of pre-professional staff are conducted each semester. It is important that each preprofessional grows in their understanding and practice of advocacy and critical thinking while working within the Center. Our evaluative praxis allow each staff to engage in intrapersonal and interpersonal reflection.
Grounded in Assessment

Through data driven decision making, the Center leads the university and college in supporting minority and marginalized students daily. We recognize the importance of narratives and quantifiable data. Through our mode of praxis, we have been able to assess our program.

**Event Attendance**

Event Operation Specialist at the Center assisted the director with tracking event attendance via participants sign-up sheets or ID scanning.

Top 3 events with most attendance:
- AAPI Tunnel of Oppression
- Annual Multicultural Congratulatory Ceremony
- Presentation: Colombia Nature in Photography and Literature

**Post-event Evaluations**

Learning outcome driven surveys have been developed for selected educational events and training to evaluate effectiveness. Satisfaction is also a measure of entrance. We had an average response rate of 45.7%. Participants of our events and trainings who engaged in our assessment were on average 94.2% satisfied with their experience and knowledge gain.

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<td>45.7%</td>
<td>94.2%</td>
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Social Media Engagement

Note: Post Engagements include reactions, likes, and comments.
Social Media Engagement

FACEBOOK

Most influencing events:
1. NCAA Diversity & Inclusion Social Media Campaign
2. Annual Multicultural Congratulatory Ceremony
3. Transgender Day of Remembrance

INSTAGRAM

Most influencing events:
1. NCAA Diversity & Inclusion Social Media Campaign
2. Black History Month Panel
3. Hispanic & Latino/a/x History & Heritage

TWITTER

Most influencing events:
1. NCAA Diversity & Inclusion Social Media Campaign
2. Hispanic & Latino/a/x History & Heritage
3. Disability Awareness
2022 Summer Projects

Preprofessional Staff Evaluation of academic year 2021-2022 will be completed during summer 2022. Meanwhile, preprofessional employment for summer 2022 will be open for applications. Preprofessional staff orientation will be developed and conducted a week before fall semester starts.

The Center promotes various learning opportunities during summer 2022 such as 2022 NCAA Inclusion Forum, 2022 Digital Camp Pride, etc. Departmental development, and strategic planning for the upcoming academic year will also be a primary focus.

Academic Year 2022-2023 Planning

In addition to carrying on the current series of programs, the Center is also actively engaged in the Proud All Year initiative that recognize and celebrate LGBTQ+ history and heritage throughout the year. It is our goal to engage in other institutional initiatives that advance DEIA+. As we gear up for fiscal year 2023, we aim to progress on our achievement of the year past. We understand that the work is continuous and must be intentionally engaged. With our summer professional retreat plans, we plan on evaluating our assessment praxis, our model of praxis, and building institutional partnerships that we may leverage as we address the work that is DEIA+.
Glossary

Language is everchanging and sometimes complex. For that reason, we have added a glossary of terms to assist with navigating this year-in-review. The glossary is alphabetical for easy review.

CDEI: Center for Diversity, Equity, and Inclusion

FY: Fiscal Year, referring to the time period from July 1st of this year to June 30th of the next year

DEIA+: Diversity, Equity, Inclusion, Anti-racism, and more

NCAA: National Collegiate Athletic Association

BIPOC: Black, Indigenous, and People of Color

AAPI: Asian/Asian American and Pacific Islander

LGBTQ+: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and more