Multicultural Affairs
Annual Report
2019-2020

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Executive Summary

Multicultural Program Highlights

- Collaborated with over 22 organizations and departments for 2019-2020 programming. This number remained the same from the 2018-2019 annual report.
- Hosted/Co-hosted over 25 programs during the 2019-2020 academic year. That is a 31 percent decrease in programs from 2019-2020, partly due to the national COVID-19 pandemic.
- Had contacts with approximately 1,404 students, faculty, staff, and community members through programs. This was a decrease of about 34 percent in recorded contacts.
- Had about 1,427 students visit the multicultural center in 2019-2020, a 19.6 percent increase from the 1,193 recorded visits during 2018-2019.

Multicultural Education Highlights

- Completed twenty-two (22) multicultural education workshops interacting with approximately 469 (399 in 2018-2019) students, faculty, and staff for overall education sessions. This is a 14.9 increase in workshop sessions.
- All workshops hosted by the Multicultural Affairs staff resulted in an increase in understanding about working with marginalized groups.

Student Success & Leadership Highlights

- Outreach to 69 potential incoming students through recruitment initiatives. A decrease of 25.8 percent from the 93 student contacts in 2018-2019. This decrease is also partly due to the COVID-19 national health crisis.
- Student leaders associated with the multicultural center report an increase in multicultural competence and leadership skills after one year of involvement.
Multicultural Programs

The Multicultural Center collaborated with over 22 campus and community organizations for 2019-2020 programming (NPHC Organizations (6), Sister-to-Sister, Brother-to-Brother, HOLA, A-State Veteran Student Organization (ASVO), Feminist Union (FU), Gender and Sexuality Alliance (GSA), Minority Association for Pre-Health Students (MAPs), Black Student Association (BSA), Student Activities Board (SAB), Residence Life (Kays Hall), Wilson Advising, Counseling Center, Disability Services St. Bernard’s Healthcare, Ejji Studios, Beck Center for Veterans. Through programs, we have engaged over 1,404 students, faculty, staff and community members.

Multicultural Events

Ice Cream Social

On August 19, 2019, the Office of Multicultural Affairs celebrated the third annual Welcome Back Ice Cream Social. Around 64 students attended the event. Students received informational flyers about the office, and flyers presenting the Fall 2019 programs. Applications for multicultural student organizations such as HOLA, and the Gender and Sexuality Alliance were distributed as well. Students indicated that this was a great event to get to know about the Office of Multicultural Affairs and to meet other students early in the semester.

Women & Gender Open House

On August 21, 2019, the Office of Multicultural Affairs hosted an open house to introduce the upcoming Women and Gender Initiatives programming for the Fall 2019 academic term. Around 10 students, faculty, and staff stopped by to find out how to support LGBTQ+ students and empower women on campus. Rachel Hendrix introduced the Gender Affirmation and Inclusion Initiative she worked on summer 2019 as a way to support Trans* students at A-State. Students also completed the Gender and Sexuality Alliance Applications, and signed up for more information about the Feminist Union.

Fall Explosion

On September 16, 2019 at 6:00 p.m. the Office of Multicultural Affairs hosted the annual Fall Explosion event. Over 80 students attended the event and enjoyed refreshments, 15 multicultural student organizations hosted information booths, and entertainment was provided by the African Student Association. While students mingled, they enjoyed music, and learned about the many multicultural student organizations on campus. At the end of the night students participated in a
Kahoot quiz game, and the top three winners received prizes. The event was assessed via the A-State App with the majority of the students giving the event 5 stars.

Fresh Check Day

Hosted September 17, several multicultural organizations assisted with this event. The purpose of Fresh Check Day was to provide information to support various populations on campus.

- The Veterans booth was called ‘At Ease’, a general military term giving soldiers permission to relax from their ready state. Information was given on military mental health related issues; candy was given with tips for military-affiliated students. In order to get the bag, the individual had to play against a veteran in a game of ring toss. The members of the Student Veteran Organization worked in shifts in an effort to keep those who came by engaged. Members of ASVO also expressed their own stories to show how invisible wounds may look.

- The Feminist Union sponsored a booth entitled “Be YOU-Nique” that encouraged body positivity. Over 50 students stopped by the booth and were encouraged to “trash their insecurities” by writing down things they are insecure about and then ripping up the page. Students were also encouraged to be kind to their bodies by writing positive messages in a full-body mirror. Students left the booth with either a small compact mirror with an encouraging message or suckers with self-care tips.

- The Gender and Sexuality Alliance sponsored a booth entitled “Be Yourself” that encouraged students to celebrate their identity and specifically targeted the LGBTQIA+ population. LGBTQIA+ Students were asked to write positive affirmations on name tags and wear them. Ally students were asked to write a message of solidarity and kindness which was added to an ally chain. The chain will be displayed in the GSA office and the statements will be read on Ally Appreciation Day during Rainbow Week in October.

Viva La Noche

On October 10, 2019, H.O.L.A. and Student Activities Board hosted a successful Viva La Noche event in honor of Hispanic Heritage Month. Viva La Noche is a celebration of Hispanic Heritage. The event
took place in Centennial Hall from 6 pm-8 pm. One hundred twenty-seven (127) students attended according to the A-State App scans, and the event held a 4.6 rating out of 5 stars.

Self-Care and Mental Health

On Thursday, October 3rd, Ms. Tatyana Barber, Student Ambassador led Multicultural Affairs in our annual Self Care Forum. The event was a collaboration between the Multicultural and the A-State Counseling Center with the help of several community vendors. At the event students where taught various self-care strategies. Student evaluations indicated that the average event rating was 4.6 on a 5-point scale. We had 23 student check-ins for the event in addition to the various presenters.
Stand UP, Speak OUT. Domestic Violence Awareness Event

On November 6, 2019, the Office of Multicultural Affairs, the Office of Title IX and Institutional Equity, and the Counseling Center collaborated on an informative event to share information with students, faculty, and staff about Domestic Violence. The Office of Title IX gave out t-shirts, the counseling center had participants trace their hands and placed the handprints on a sheet that stated: “these hands are not for hurting.” The Office of Multicultural Affairs hosted a game where students read off statements and determine if the statement was a reality of misconception about domestic violence and the process Title IX uses to address the issue. Students also had an opportunity to share positive messages or their names on a support tree for the domestic violence victim support group. Around 15 students either played the game or wrote messages for the tree at the Office of Multicultural Affairs Table.

Transgender Day of Remembrance

On November 20, 2019, at 6:00 p.m. in the Arkansas River Room of the Student Union, the Office of Multicultural Affairs hosted a Transgender Day of Remembrance Ceremony. Multicultural Affairs Ambassador Sequoia Brownlee and Staff Member Rachel Hendrix helped plan the ceremony with the help of the Gender and Sexuality Alliance. The purpose of the event was to memorialize members of the trans community that we lost to violence in 2019, and to support the trans community at A-State. A member of the GSA, Wren Garrett, painted a beautiful painting to serve as a physical memorial. Around 50 faculty, staff, students and community members attended the event. Pastor Elijah Walker from Solomon’s Porch, a local Circle of Friends Congregation opened the service with prayer, spoke about his life as a trans man and how to support the trans community and ended with a blessing for all those present. After the blessing, students and community members helped to place the names of the fallen on the memorial. After the event ended all were invited to enjoy refreshments, visit with the Counseling Center staff, and meet the GSA students to learn more about the group.

Native American Heritage Event

The Native American heritage festival occurred on November 12, 2019 at 6pm. The purpose of the event was to educate students on the Native American culture and tradition. Students were able to come together to learn the Native American culture through poetry, crafts, and other activities. Approximately 35 students attended the event. Feedback indicated that the event was informative, and some faculty had ideas to enhance the program for next year.

Spring 2020 Welcome Back Event

The Office of Multicultural Affairs hosted a Welcome Back event on Monday, January 13, 2020 from 11:00 a.m. to 1:00 p.m. Around 50 students attended the event dropping in for cookies and hot chocolate, and many students stayed to play games with the ambassadors and staff. Many of the
students who attended the event thanked the staff for adding new games, and for the hot chocolate bar.

**Black History Month 2020**

The Multicultural Center (Mr. Joshua Smith and Ms. Shanita Hicks) lead planning of the annual calendar of events for Black History Month 2020. Events for the month were as follows:

- **On Monday, February 3 at 12 on the 1st first floor of the Reng Student Activities Building** the Multicultural Cultural affairs hosted the Black History Month Kick-Off. At this kick student and MC personnel worked a BHM trivia table and offered students as an opportunity to winner a various BHM gives, cupcake and punch.

- **On Wednesday, February 5 at 6:00 p.m. in Kays Hall Lobby, Dr. Evette Allen facilitated a Black History Month panel.** The event, titled “Why Black is Beautiful,” featured student panelists who shared their experiences as Black students on a predominantly white campus. Student Panelists were Dashyra Alexander, Stephanie Barton, Taylor Coulter, Charles Holloway, Brandi Caffey, and Anthony Sumlin. Participants were able to ask questions and left with tangible steps to support Black student success at A-State. About 20 students attended the event.

- **On Thursday, February 7, 2020 at 6 p.m. in the A- State Armory the MC partnered with Strong-Turner Alumni association with hosting the Annual Soul Food Dinner.** This event invite faculty, staff and community members to come together to fellowship and feast of traditional African American cuisines. Approximately 75 to 100 people attended the event.

- **On February 20, 2020, from 11:00 a.m. to 1:00 p.m. and again at 6:00 p.m., in Centennial Hall, The Office of Multicultural Affairs hosted the Third Annual Living Black History Museum.** This year the figures of chosen represented the A-State Black History Month Theme of Pan Africanism. The museum was staffed by 16 student leaders portraying historic figures that are not as well-known as some civil rights figures. Around 54 students, faculty, staff, and community members, attended the two showings of this event. The event was assessed with a paper survey, and those surveys reflect how well the volunteers portrayed their characters and the importance of learning about these often-overlooked figures.

- **On February 21, 2020 St. Bernards Healthcare, and the Division of Diversity and Community Engagement at Arkansas State University collaborated to bring a diversity conference to the city of Jonesboro, AR and surrounding areas.** The conference was held on Friday, February 21, 2020, 9am until 3pm at Embassy Suites Red Wolf Convention Center (223 Red Wolf Blvd, Jonesboro, AR 72401). The conference, Leaping into Diversity and Inclusion promoted awareness of implicit bias and tools for mitigating its effects. Participants were introduced to diversity and inclusion terms and their importance, followed by break-out sessions that focus on implicit bias within specific professional fields. Professionals in Education, Community Healthcare, Business, and hiring professionals attended. Registration was $30, and participants received breakfast and lunch in addition to some thought-provoking diversity conversations. About 100 people attended.

- Early on Saturday, February 29th, 2020 Shanita Sanders led the Multicultural Affairs in the 2nd Annual Black History Month Living Legends Breakfast. This breakfast honored 5 individuals that have had accomplished remarkable success and change in their lives. The event was well attended.
On Saturday, February 29th, 2020 Joshua Smith and Student Ambassador Khagji Warren led the Multicultural Affairs in our annual Black History Month Celebration Evolve. The event was a collaboration between the Multicultural Affairs and Ejji Studios along with the help of several community vendors. The event was in place to celebrate the Black History Month. About 96 people attended the event. The event was recorded.

Non-Traditional Student Services

Non-Traditional Student Services helps connect nontraditional students to Arkansas State University and Jonesboro by providing educational and social resources and programs to help ensure their success.

Non-Trad Grab and Go Lunch

On August 20, 2019, the Office of Multicultural Affairs hosted a Non-Traditional Student Grab and Go Lunch in the Veteran and Non-Traditional Student Lounge, located on the second floor of the student union. The Grab and Go Lunch event was a way to welcome A-State’s Non-Traditional Students back to the campus while also providing materials for them to learn more about the non-traditional student services available to them. During the event, 50 boxed lunches were distributed to the students.

Non-Trad Fest

The Nontraditional Student Fall Festival was a collaboration event between the Office of Multicultural Affairs and Residence Life. The event was hosted on the Heritage Front Lawn, Reng Student Union on October 12th from noon to 3 p.m. This event is a festival for non-traditional students and their families to have fun and network with their peers. There was food, inflatables, a balloon artist, big Jenga and more. Students submitted positive reviews of the event indicating they were engaged and loved the experience.

Non-Traditional Student Organization (NTSO) Meetings
For October, N.S.T.O. held two meetings to plan and discuss ideas for the upcoming Non-Trad Week 2019. The week is slated to commence on November 4, 2019 and will conclude on November 8, 2019. For the week, the following activities are slated to occur: Monday-Non-Trad Grab and Go, Tuesday-Non-Trad Movie Night (Aladdin) 2019, Wednesday-Non-Trad Lunch and Learn (Financial Aid and Tutoring Services Informational), Thursday-Non-Trad Game Night and Friday-Non-Trad Student Appreciation Day.

**Non-Traditional Student Week**

For November, Multicultural Affairs and N.S.T.O. hosted Non-Traditional Student Week 2019 from November 4-8th. During the week, activities took place from Monday through Friday that consisted of the Grab and Go Lunch (Monday), Non-Trad Movie Night (Tuesday), Non-Trad Game Night (Wednesday), Non-Trad Lunch and Learn (Thursday) and Non-Trad Appreciation Day (Friday). The Grab and Go Lunch consisted of a free box lunch for our non-traditional students and was distributed via the Non-Traditional Student Lounge of the Student Union. For the Non-Trad Movie Night, the movie of choice was Aladdin (2019) and the event was free! On Non-Trad Game night, snacks were purchased to allow families to play family-oriented games and fellowship. The Non-Trad Lunch and Learn consisted of two speakers from Financial Aid and Tutoring Services providing resources about services and scholarships available to them. And lastly, the Non-Trad Appreciation Day consisted of candy treats and an uplifting message in appreciation of our non-traditional students and their endeavors here at Arkansas State. In all, the total number of participants during the week tallied at 90 student participants with an overall rating of 4.85 out of 5 for the week.

**Veteran Student Services**

**Veteran’s Legal Clinic**

The Jonesboro community planned a legal aid clinic specifically for local Veterans. The Veterans Legal Clinic was a joint effort between the Memphis VA, Arkansas Department of Veterans Affairs, Legal Aid of Arkansas: Equal Access of Justice, the Beck Center for Veterans, and the Office of Multicultural Affairs. The event took place August 08, 2019 at the E. Boone Watson Community Center from 10am to 2pm. More than 25 veterans were serviced. light refreshments were served.

The Jonesboro community planned its second legal aid clinic specifically for local Veterans. The Veterans Legal Clinic was a joint effort between the Memphis VA, Arkansas Department of Veterans Affairs, Legal Aid of Arkansas: Equal Access of Justice, the Beck Center for Veterans, and the Office of Multicultural Affairs. The event took place September 19, 2019 at the E. Boone Watson Community Center from 12am to 2pm. More than 12 veterans were serviced at the event. Light refreshments were served. Veteran feedback indicated that they received clear and open one-on-one advice. A representative from the Mississippi VA attended to see how the clinic performed and to suggest improvements. The board agreed to have the Office of Multicultural Affairs more involved with future event of this nature.
Veteran’s Welcome Back
The Military and Veterans Advisory Committee at A-State hosted a Welcome Back event on Thursday, August 22, 2019, 11am to 1pm in the Arkansas River Room of the Reng Student Union. Military affiliated students were able to learn about the resources offered from Disability Services, the Counseling Center, the Beck Center for Veterans, Mrs. Shameka Holmes (Vocational Rehab Specialists), Mrs. Jamie Carmack (Department of Veteran Affairs representative), and the Office of Multicultural Affairs. Nine student veterans and dependents were serviced. Student feedback indicated that the event was extremely insightful as this was their first introduction to on campus resources. Students were able to connect with personnel from the above-mentioned office and became affiliated with other student veterans or dependents.

Veterans Advisory Committee Meeting
On Monday, August 26th 2019, the Veterans Advisory Committee’s held its first official meeting of the semester. The meeting was held in the pine tree room, Reng student union. In attendance was Taron Robinson-Veteran Student Program coordinator, Mrs. Nash-director of the Beck Center, Jamie Carmack-the on-campus Veteran Affairs official, Jennifer Dandridge-SVO president, and Dr. Evette Allen-executive director of the Office of Multicultural Affairs. The purpose of the meeting was touch base with the different departments to learn how they are service Veterans/Military Dependents on campus. The group will meet monthly to receive updates on services, programs, and initiatives for Veteran and Military Affiliated students.
Monday, September 23, 2019 the Veterans Advisory Committee met in the Pine Tree room, Reng student union. In attendance was Taron Robinson-Veteran Student Program coordinator, Mrs. Nash-director of the Beck Center, Jamie Carmack-the on-campus Veteran Affairs official, Jennifer Dandridge-SVO president, Shameka Holms-the on-campus Vocational Rehabilitation Specialist, and Dr. Evette Allen-executive director of the Office of Multicultural Affairs. The purpose of the meeting was to touch base with the different departments to learn how they are service Veterans/Military Dependents on campus.

The Veteran Advisory Committee met Wednesday February 26th, 2020 from 11:00 a.m. – 12:00 p.m. There we discussed the different department updates. The Beck Center for Veterans and Access & Accommodations are still adjusting to their departmental changes working under Diversity and Community Engagement. Several Veteran therapy groups are happening in the Beck Center and Access & Accommodations are still advertising their scholarship as they prepare for their military panel in April. A letter to athletics has been drafted to address the issue of Veterans being triggered by fireworks at games.
Veteran Homecoming Tailgate
The Veteran Homecoming Tailgate took place October 26th from 3:00 p.m. until game time. The original location was Tent City but due to weather, it was moved into the Beck Center for Veterans. There, the Center was able to service more than fifty military-affiliated individuals and their families. They served barbeque, pulled pork, chips, hot dogs, chili, and drinks. Games were provided for the children.

Veterans’ Day Recognition Ceremony
On November 6th, 2019 The Office of Multicultural Affairs hosted its first ever Veterans’ Day Recognition Ceremony honoring the first woman veteran to use military education benefits at Arkansas State University. We hosted close to forty individuals and received positive feedback from all with an average rating of 9.8/10. We were originally located in the White River Room but transferred to the Arkansas River Room for more space. Our guest speakers were Mrs. Lynda Nash, Director of the Beck Center for Veterans, Jennifer Dandridge, President of the Student Veteran Organization, and Mrs. Wanda Hammon, daughter of Marie George. We presented Mrs. George with a plaque recognizing her as an Outstanding Veterans.

Veterans Valentine’s Day Event
Friday, February 14th, 2020 The Lounge chose to celebrate Valentine’s Day through a Treats & Sweats event. We handed out different kinds of Valentine’s Day candy and positive words of affirmation along with information about Nontraditional Students and Veterans. We advertised to our target demographics by sending emails out specifically to Veteran students and advertising flyers in the Village. Several students who came and identified as a nontraditional or veteran student received applications to join the Student Veteran Organization, or the Nontraditional Student Organization. About 20 students participated. It was a very well received small event to engage the community and let them know the Lounge and engaging student organizations are here for them.

Multicultural Education
Multicultural education encompasses trainings, workshops or other initiatives that further educational conversations about diversity, inclusion, and social justice.
Diversity and Inclusion Trainings

- On Tuesday, August 13, 2019, Dr. Allen, Ms. Rachel Hendrix, and Mr. Joshua Smith conducted a diversity training for about 90 Resident Assistants at A-State. The session began with a general discussion about the Office of Multicultural Affairs and social identities, areas of privilege. The RAs were then separated into 3 groups to provide a more intimate setting to go through case studies. Student feedback indicated that the conversations assisted them in preparing for their role in dealing with different diverse situations.

- On Thursday, August 29, 2019, Dr. Allen conducted a diversity training for about 8 CASA advocates at the United Way Jonesboro office. Participants discussed their identities, privilege, and biases.
  - Participant evaluations indicated that the average person increased their understanding of diversity and inclusion from 7.0 to 9.0 on a scale of 10. 100% of those who took the survey indicated that their level of understanding increased.
  - In relation to usefulness of information: 100% of participants who took the survey indicated that the information presented was very good or excellent.
  - In relation to knowledge of the presenters, 100% of participants who took the survey indicated that the information presented was very good or excellent.

- September 17, 2019, the Office of Multicultural Affairs hosted A-State’s first ever Green Zone Training. There was a session at 11:00 a.m. and a session at 12:00 p.m. Both events had a total of 14 participants. Each session lasted about an hour and thirty minutes. The reviews were very positive, and participants learned more about assisting military and veteran students. All attendees will receive a Green Zone Ally sticker to display in their office. Future sessions will have veteran students sharing their stories, and interactive segments.

- September 24, 2019 at 7:00 pm, Mr. Taron Robinson facilitated an open (open to all residents) diversity training in the second hall of Kays building. Khagji Warren, Multicultural Affairs Ambassador assisted with the training. The office helped educate 19 individuals. Attendees
discussed potential biases in an educational setting. The reviews were very positive with students expressing how much they learned during the presentation.

- On September 25, Mr. Joshua Smith and Ms. Shanita Sanders lead a general MC information and diversity training in Ms. Nora’s 9:00 am, 11:00 am, and 1:00 pm FYE Course in the Library, room 103. There were 75 total students that attended the training. The presentations were an overview of the Office of Multicultural Affairs services and resources. It also provided the FYE students with information regarding the student organizations that are under Multicultural Affairs and the Division of Diversity and Community Engagement.

- On Wednesday, September 18, 2019, Dr. Allen, and Ms. Sanders conducted a diversity training for about Ms. Shaquita Renelique’s FYE Class. Students discussed diversity, social justice, and how to implement those practices in everyday life.
  - Student evaluations indicated that the average participant increased their understanding of diversity and inclusion from 5.21 to 8.37 on a scale of 10. 95% indicated that their level of understanding increased, while 5% indicated that their level of understanding remained the same.
  - In relation to usefulness of information: The average score was 4.68 on a 5-point scale.
  - In relation to knowledge of the presenters: The average score was 4.89 on a 5-point scale.

- The Office of Multicultural Affairs hosted a Racial Microaggressions Training on Wednesday, October 2, 2019 at 12:00 in the Cache River Room of the Reng Student Union. The training was facilitated by Dr. Evette L. Allen. This interactive training was used to help participants understand racial microaggressions. *Racial Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward People of Color.* During this workshop, participants were challenged to examine their biases, and to unpack common racial microaggressions for a deeper look at their harmful impact. Participants received tools on intervention techniques and creating a culture of affirmation. About 11 individuals participated in the event and feedback indicated that participants understanding increased, on average, from 6.5 to 8.66 on a 10-point scale.

- To conclude Rainbow Week, Ms. Rachel Hendrix held an open Safe Zone Training in the Black River Room from 9 a.m. to 11 a.m., with the help of 7 GSA Volunteers. There were 5 participants in the training from multiple offices and departments in the A-State System, and they all agreed that the GSA students being there and sharing their experiences was an excellent asset to the training.
  - On Wednesday, November 20, 2019, Dr. Allen facilitated a diversity training for Ms. Emily Terry’s FYE class. Students discussed diversity, social justice, and how to implement those practices in everyday life.
    - Student evaluations indicated that the average participant increased their understanding of diversity and inclusion from 5.16 to 8.48 on a scale of 10. 100% indicated that their level of understanding increased.
 In relation to usefulness of information: The average score was 4.72 on a 5-point scale.
 In relation to knowledge of the presenters: The average score was 4.96 on a 5-point scale.

➢ On Tuesday, February 11 and Thursday, February 13, Dr. Evette Allen and Mr. Joshua Smith facilitated training for Ms. Nora’s a First Year Experience Course. The training was used to help participants understand how their background and experiences impact their beliefs. During this workshop, participants were challenged to examine their biases, and work through case studies to gain tools in social justice advocacy. There were 21 individuals in the class and feedback indicated that participants understanding increased, on average, from 5.30 to 8.09 on a 10-point scale.

➢ Ms. Rachel “Bow” Hendrix worked with Mr. Taron Robinson to coordinate an FYE training on February 12, 2020. There were about 11 students in the class. Feedback indicated a deeper understanding of diversity and inclusion.

➢ On Friday, March 6, 2020, Dr. Allen facilitated a training on Microaggressions for Department chairs. This interactive training was used to help participants understand racial microaggressions. Racial Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward People of Color. During this workshop, participants were challenged to examine their biases, and to unpack common racial microaggressions for a deeper look at their harmful impact. Participants received tools on intervention techniques and creating a culture of affirmation. About 15 individuals participated in the event and feedback indicated that participants understanding increased, on average, from 6.21 to 8.57 on a 10-point scale.

Student Success and Leadership

Arkansas State Student Veteran Organization (ASVO)

➢ Jennifer Dandridge served as the 2019-2020 president with the goal to rebuild the organization. Taron Robinson, Military and Veteran Program Coordinator in Multicultural Affairs assisted with the charge to rebuild the organization. The group focused on membership recruitment, fundraising, and representation to reintroduce the student group to the campus population. This year, the group has received 17 general member applications with a mix of veterans, service members, and dependents. To market the group throughout the year, the SVO tabled at the Counseling Centers: Fresh Check Day event, represented at the legal clinic, and participated in a tailgate located at the Beck Center.
Johnathon Mullins will serve as the 2020-2021 president for ASVO. Johnathon along with advisor, Lynda Nash.

Brother to Brother (B2B)

- B2B hosted their first General Body Meeting on Sept. 4, 2019 in Black River Room, Reng Student Union. At that meeting the Executive Board discussed the vision of the organization. There was no speaker. About 35 men attended the meeting.
- B2B hosted its second general body meeting entitled, How to Treat a Lady on September 18, 2019 in the Black River. B2B invited several panelists: Dr. Lonnie Williams, Carnesha Ben, Taron Robinson and Sydney Thompson to speak on healthy expectations and best practices when entertaining a lady. About 38 men showed up for this event.
- On Wednesday, October 9th, Brother-2-Brother hosted their general body meeting entitled, When They See Us: A Reflection on The Black Male Body. The meeting was located in the Black River Room and had 23 people attend the event. The purpose of this discussion was to unpack the Netflix’s Special: When They See Us and to advise underrepresented students on best practices when engaging law enforcement. A- State’s Vice Chancellor of Diversity and Inclusion Dr. Maurice D. Gipson facilitated the conversation.
- On Wednesday, October 23, 2019 Brother-2-Brother hosted a Game Night. The members of B2B wanted to help students relax and prepare for their Homecoming weekend so they hosted this event in the Multicultural center and Black River Room at 6:00 p.m. That evening 50 students came out to play a number of games such as PlayStation 4, Xbox, Uno, Dominos, Connect 4, Spades etc. All who attended enjoyed the experience.
- On November 1, 2019, Arkansas State University Diversity and Student organization Brother to Brother hosted the 4th Annual Arkansas Summit on Arkansas American Males (ArSAAM). ArSAAM is a statewide coalition of higher education institution providers and community organizations. Mr. Smith, the advisor of Brother-to-Brother, served as master of ceremony and 10 (ten) Arkansas State Male attend the conference.
- On March 11th at 5 p.m. B2B hosted guest presenter Ian Buchanan CEO of Dree for Life Inc. to discuss proper male dress etiquette. There were 8-10 men were sized and received consolation on how to be impressively dressed. Those who attended said they enjoyed the event.
- The group finalized 2020-2021 in April. 2020-2021 officers are: Larry Turner-President, Derrionte’ Givhan- Vice President, and Jalen Crayton-Treasurer. Joshua Smith is the current advisor for B2B.
Feminist Union (FemU)

- On September 7, 2019, the Feminist Union participated in a leadership retreat. The council met with Rachel Hendrix, their advisor, to learn about how to work better as a team, and to work on organizing events for the rest of the semester and to begin thinking about Spring programs. The team learned their different leadership styles and brainstormed about ways to work better as a group. The team also worked on managing stress, learning to ask for help, and participated in team-building games.

- On Thursday, October 24, 2019, at 6:30 p.m. in the Executive Dining Suite, the Feminist Union held a Fall Festival Party for the general membership. Students were encouraged to wear costumes or cute fall outfits, play board games, and enjoy Halloween themed treats. The purpose of the event was to empower women to love themselves and support other women by eschewing the derogatory idea of the “Basic Girl” culture. Around 15 students attended the event and enjoyed spending time with the supportive community while snacking, decorating pumpkins, and taking photos at the photo booth.

- Spillin’ the Tea on Sex Panel: On February 11, 2020, at 6:00 p.m. in HSS Room 1028, the Feminist Union hosted an education panel about sex education with panelists Lori Neuman-Lee, Carnesha Ben, and Jae Chester (Faculty and staff from the Biology Med Department and the Counseling Center). Around 15 students attended the event and anonymously submitted questions before the event began to be read by the moderator. Assorted teas and tea cookies were served at the event, to emphasize we were “spilling the tea.”

Gender and Sexuality Alliance (GSA)

- On September 26, 2019, the Gender and Sexuality Alliance participated in one half of their fall leadership retreat. The evening was spent working out the final details of the upcoming Rainbow Week to take place in October. The group also shared their frustrations over recent incidences involving a former member who was causing issues. The group discussed how they felt about the situation and how they could support each other through stressful times. The group also decided on some new rules and regulations to prevent the negative incident from occurring again. The team will meet again in two weeks to begin planning for Spring 2020 programs.

- October was LGBT History Month and this year the Gender and Sexuality Alliance observed Rainbow Week, a week full of programs to educate and celebrate the LGBTQIA+ community at A-State.
• The week of fun kicked off on Friday, October 11th at 6:30 p.m. in the Spring River Room with the National Coming Out Day Party. There were 25 students and community members in attendance, with the NEA Pride Council coming by to support and promote the NEA Pride Festival. Students were treated to pizza donated by local Pizzarias and delicious drinks from Sodexo Catering. The party began with an open mic hour where students sang, read poems, shared stories, and told jokes. The event had coloring, board games, and music for everyone who did not wish to speak.

• October 12, 2019, the Gender and Sexuality Alliance was able to participate in the first NEA Pride Festival. The group met early in the morning to set up a booth, and everyone took turns manning the table and handing out information and candy. The Advisor, Rachel Hendrix, assisted with the booth and was able to make great connections with local allies and organizations for future collaborations. Around 30 individuals signed up to receive more information and to participate in future programs. On the following

• October 14, 2019, the GSA hosted an information table in the Open Court area of the Student Union entitled “LGBTQIA+ People of Color Day.” The GSA student researched LGBTQIA+ people of color and provided students with information about these figures through games and a display board.

• October 15th the GSA observed Trans Visibility Day, and advisor Rachel Hendrix hosted a Gender Affirmation and Inclusion Interest Meeting. Around 10 students from the A-State Trans community attended and expressed interest in participating in future Gender Affirmation and Inclusion Initiatives.

• October 16th was Ally Appreciation Day, and GSA members positioned themselves in high trafficked areas around campus and spoke to students about becoming an Ally within the GSA and handed out membership applications.

• Thursday, October 17th, the GSA had a “The More You Know Thursday” at an information table in the Open Court Area of the Student Union. Students could stop by and take a dum dum sucker that had LGBTQIA+ facts on it, or play a fact game with the council members.

• October 18th was Speakeasy Movie Night, where students met in the Honors Smart Classroom and watched movies while eating candy and lounging in their most comfortable pajamas.

• Holigays: On November 14, 2019, at 5:30 p.m., the Gender and Sexuality Alliance celebrated its annual Holigays Party. The purpose of the event is to provide a holiday celebration for students who may not wish to celebrate the holidays with an unsupportive family, or who would prefer to celebrate with the LGBTQIA+
community at A-State. Students were encouraged to bring their favorite dish and to compete in a gingerbread house making contest. Students enjoyed time with friends, wonderful food, and lots of fun. Around 20 students attended the event, with several students bringing friends and family along with them.

- **Valentine’s Day with GSA:** For the week of Valentine’s Day GSA members sold candy grams around campus to raise money for their organization. The candy grams cost $3 for a bag of candy and for $2 extra, the gram could include a rose. The GSA sold around 60 candy grams and made around $200.

- **What is Love Panel:** On February 13, 2020, the GSA hosted a panel entitled “What is Love?” to specifically address the different facets of love, such as Asexual and Aromantic identities. Around 12 students attended, they enjoyed candy and soda while listening to music, before and after the panel.

- **Jonesboro Fair Employment Rally:** On February 15, 2020, the GSA participated in the Jonesboro Fair Employment Rally in Downtown Jonesboro. Prior to the event the GSA handed out flyers and rallied support with the help of the Young Democrats to increase support for a Jonesboro Fair Employment Resolution to be taken to the Mayor of Jonesboro. The Fair Employment Resolution seeks to ensure that Jonesboro Employees cannot be discriminated against based on sexual orientation, or gender identity/expression.

**Hispanic Outreach and Latinx Appreciation (H.O.L.A.)**

- On August 23, 2019, the registered student organization HOLA met for the first time this academic school term. The general meeting served as an interest meeting to see the interest level in the student organization. Present at the first meeting were 10 students of various backgrounds and academic classifications. The first event for HOLA will be the Spanish Heritage Month event sets to take place on Sept 26, 2019 titled, Viva La Noche. At the close of the meeting, the officers for 2019-2020 were selected and the students were encouraged to bring back ideas to get the organization off to a good start. One of the main goals for HOLA is to recruit more students and also share programming that informs the campus and community of pressing issues affecting the Hispanic and Latinx community.

- For the month of September, H.O.L.A has worked to cultivate their organization on the campus and increase student involvement here at Arkansas State. Since the organizations restart in August, the student group has grown to 52 student members. To increase the productivity of the student group, they have voted to have weekly meetings on Fridays. On September 26-27th, 2019, members from H.O.L.A had a tabling event to advertise for the first fall event for the group Viva La Noche on October 10, 2019. The next scheduled collaboration for the group will be a Fall Festival with SAB on October 31, 2019.
During October, H.O.L.A. participated in various fundraisers and community service events. The group also grew in membership size to 56 members as of October 24, 2019. The next scheduled collaboration for the group will be a Fall Festival with S.A.B. on October 31, 2019.

On Tuesday, December 10, 2019, from 1 pm-2 pm, H.O. L.A. hosted the Study Day Piñata Fest, where students were encouraged to take a break from studying and release the stress and tension of finals on the provided piñatas. During the event, they sold Elote for $1.00 and offered free bags of candy to all participants.

For March, H.O.L.A. held a fundraiser for their organization from March 9th-12th. They made Pupusas orders, which an El Salvadorian dish, in which they had three type options. On March 16th, they distributed the orders to the patrons on campus. For the remainder of the semester, H.O.L.A will be working on completing their 2020-2021 officer interviews and elections.

Joshua Smith will serve as the new advisor for HOLA 2020-2021. On April 28th the organization finalized their executive board. The 2020-2021 executive board is as follows: Social Media: Jacqueline Sosa, Community Outreach: Yajaira Flores, Secretary: Erika Bretado, Treasurer: Isaac Silos, Vice President: Katheryn Vivar, Co-President: Edica Tamez and Gabriela Huerta.

Minority Association for Pre-Health Students (MAPS)

- On Thursday, October 24, 2019, MAPs had their Halloween Bake Sale. The sale was held in the Lab Science Building from 10 a.m. to 2 p.m. The bake sale was held as a fund-raiser. The organization was able to raise $225.00 from their sales from their cakes and pies. This money will be used to increase the operational budget.
- On January 20th, MAPs had their first meeting of the semester in the lobby area of the 3rd floor of the Reng Student Union. During this meeting, students planned their calendar of events for Spring 2020.
- On Friday, February 21st, several of MAP’s executive and general body members served as volunteers for the Implicit Bias Conference. This volunteer opportunity provided with great networking opportunities. We had 9 volunteers from 9 a.m. – 3 p.m.

Non-Traditional Student Organization (NTSO)

- NSTO held its first meeting of the year on September 11, 2019. The main objective of the meeting was to review the Non-Trad Week slated to happen on November
4-8th, 2019. The next meeting for NTSO will take place on October 3, 2019, at 2:30 pm-3:30 pm.

- As of September 27, 2019, a non-trad student survey had been dispersed through the Daily Digest. Presently, there are 46 total responses with the following participants from each classification grouping: 2 Freshman, 2 Sophomores, 10 Juniors, 19 Seniors, and 13 Graduates. The results of the survey will be used to plan effective programming for the non-traditional student population for the upcoming semester and remainder of the academic year.

- For October, N.S.T.O. held two meetings to plan and discuss ideas for the upcoming Non-Trad Week 2019. The week is slated to commence on November 4, 2019 and will conclude on November 8, 2019. For the week, the following activities are slated to occur: Monday-Non-Trad Grab and Go, Tuesday-Non-Trad Movie Night (Aladdin) 2019, Wednesday-Non-Trad Lunch and Learn (Financial Aid and Tutoring Services Informational), Thursday-Non-Trad Game Night and Friday-Non-Trad Student Appreciation Day.

- For November, Multicultural Affairs and N.S.T.O. hosted Non-Traditional Student Week 2019 from November 4-8th. During the week, activities took place from Monday through Friday that consisted of the Grab and Go Lunch (Monday), Non-Trad Movie Night (Tuesday), Non-Trad Game Night (Wednesday), Non-Trad Lunch and Learn (Thursday) and Non-Trad Appreciation Day (Friday). The Grab and Go Lunch consisted of a free box lunch for our non-traditional students and was distributed via the Non-Traditional Student Lounge of the Student Union. For the Non-Trad Movie Night, the movie of choice was Aladdin (2019) and the event was free! On Non-Trad Game night, snacks were purchased to allow families to play family-oriented games and fellowship. The Non-Trad Lunch and Learn consisted of two speakers from Financial Aid and Tutoring Services providing resources about services and scholarships available to them. And lastly, the Non-Trad Appreciation Day consisted of candy treats and an uplifting message in appreciation of our non-traditional students and their endeavors here at Arkansas State. In all, the total number of participants during the week tallied at 90 student participants with an overall rating of 4.85 out of 5 for the week.

**Sister to Sister (S2S)**

- On August 27, 2019 at 6 p.m. the group held their first General body meeting. in the Black River Room, Reng Student Union where over 60 women attended to learn more about the organization.

- On Friday, September 13, 2019 the Sister to Sister Executive Board met to match mentors/mentees. Participants received notification of their mentor/mentee and mentor/mentee program expectations.

- On Saturday, September 14, 2019, Sister to Sister held their second annual Sisters Tea, at 10AM. The event was held at the First National Bank Arena (Rooms B&C).
During this event, members networked with peers and mentors while celebrating sisterhood. Ms. Melissa Jackson, and Ms. Jessica Harrington offered words of encouragement on sisterhood.

- S2S held their General Body Meeting & Induction Ceremony on September 17, 2019 at 5pm in Black River Room, Reng Student Union. During this event, members received their membership certificate. Mentors attended to support their mentee. Light refreshments were served.
- Sister to Sister held their October General Body Meeting on October 15, 2019, 6:00 P.M, Museum room #156/256. For this meeting the ladies partnered with Brother to Brother to have a Professional Development Panel on professionalism and preparing for your career. In addition to the panel, Professional Headshots for students occurred from 5:30 p.m. to 6:00 p.m.
- On October 29, 2019, the group held a Sister and Me outing that encompassed dinner and a movie. Dinner was held at 5:00 p.m. at chili’s restaurant followed by a trip to the movies at 7:25 p.m. to watch Maleficent. About 15 mentors/mentees participated in the event.
- October 29, 2019, Sister to Sister assisted with the Trunk or Treat event at 5:30 p.m. at the Village playground. The event was hosted by residence life.
- On Thursday, October 31, 2019 at 2:00 p.m., members of Sister to Sister volunteered at the A-State campus daycare. Children received bags of candy and were wished a happy Halloween.
- S2S had their power Hour event in collaboration with the Black Student Association on Tuesday, December 10, 2019. The purpose of this event was to take a break from studying and mingle with peers. Refreshments were served. About 30 students participated in the study break.
- On Thursday, January 23, 2020 S2S held a fundraiser at Larry’s Pizza. About 15 young ladies assisted during the event to wait tables. The money raised will be used toward programs to support the success of Black women on campus.
- S2S held their executive board meeting on Sunday, January 26 and established their calendar of events for Spring 2020.
- On Tuesday, February 11, 2020, the women of Sister to Sister held their February general body meeting. They discussed business and made valentines cards filled with candy to show love and appreciate to family and friends during the week. About 25 young ladies were present.
- Sister to Sister tabled in the union on February 11 from 11am to 1pm. They highlighted notable Black people and prizes were given to those with correct answers. On Monday, March 2, 2020, Sister to Sister participated in the empowered Women’s day held in open court of the Reng Student Union, 11 a.m. to 1:00 p.m. the purpose of the event was to celebrate women’s history month and
inform students on various women’s groups across campus. About 30 students stopped by the S2S table.

- On Monday, March 9, 2020 at 6:00 P.M. Sister to Sister held their first Millennial Moguls event. The event was held to showcase millennial and student entrepreneurs. About 15 vendors participated in the event and about 65 students stopped by the event to purchase items and learn more about the various vendors.

- On Friday, March 13, 2020, four (4) young ladies from Sister to Sister, Mekei Furlow, Stephanie Barton, Kenya Lacy, and Timon Gause went to Hendrix College in Conway, AR for the Colorful Women Summit. Two advisors, Ms. Shanita Sanders and Dr. Evette Allen attended the event as well. The students and their advisors attended sessions on self-care, knowing your purpose, leadership and much more. The young ladies will share information with other members of Sister-to-Sister upon their return.

- The 2020-2021 Sister to Sister officers are as follows: Stephanie Barton-president; Makayla Hornes-Mentoring chair; Shannon Stewart-Marketing/Social Media Chair. Three positions remain open. Applications for those positions will remain open until filled.

Multicultural Leadership Council

On August 31, 2019 Joshua Smith along with the entire Multicultural staff lead student leaders though a diversity and leadership training. Fifteen (15) organizations registered for the training: Student Diversity and Recruitment, Sister to Sister, Zeta Phi Beta, Brother to Brother, International Student Association, Multicultural Ambassadors, Alpha Kappa Alpha, Gender and Sexuality Alliance, African Student Association, Black Student Association, Hispanic Outreach and Latino Appreciation,
Women in Science, Omega Psi Phi, Iota Phi Theta, Phi Beta Sigma. The staff trained the students on team building, budgeting, mentorship and several other strategic leadership development skills.

- In relation to usefulness of information: 100% of participants indicated the information was excellent or good. (66% of participants listed that the information presented was excellent, and 44% listed it as good). The average rating was 4.6 out of 5.
- Participants in the session had an overall increase in understanding from 5.2 to 8.8, a 3.6 increase on a 10-point scale.

On Saturday, January 25, 2020, professional staff in the Office of Multicultural affairs held the Multicultural Leader Council spring retreat. Seven (7) student leaders attended: Stephanie Barton (Sister to Sister), Eric Sappington (Multicultural Ambassador), Victor Omowonuola (African Student Association), Chelsea Taylor (Zeta Phi Beta), Almetia Cole (Women in Science), Bianca Harris (Alpha Kappa Alpha) and Jon’ Pierre Thornton (Phi Beta Sigma). The retreat focused on how to refocus on the organizational purpose.

**Multicultural Ambassador Program**

The purpose of the Multicultural Ambassador Program at Arkansas State University is to provide opportunities for students to take an active role in educational, cultural, social, and leadership opportunities for students on campus as it pertains to multiculturalism, equity, and social justice. The overall goal of the program is to promote the genuine celebration of differences and promote multicultural awareness that assists with engaging across cultures and in everyday settings. Multicultural Ambassadors are responsible for facilitating and implementing various aspects of
cultural programs, educational workshops, and leadership development opportunities throughout the school year.

MC Ambassador Assessment

When asked, in what ways have you developed as a multicultural leader over the past semester? Responses indicated ambassadors developed in the following ways:

- Teamwork
- Learning about, educating and supporting various groups
- Organization & Leadership skills
- Program Planning & Marketing Skills
- Communication skills

When asked, “What programs and/or initiatives from Multicultural Affairs had the greatest impact on you learning to communicate across different cultures?” (i.e. communicating with those different from you or advocating for marginalized groups).

- Fall explosion: learning about various multicultural student organizations and what they do.
- The LGBTQ+ program: increased understanding of the needs of that community and how to advocate.
- The Native American Heritage: highlight native American traditions and contributions
- The women in leadership: highlighting women across the globe.
- Evolve: Celebration of Black art, hair, fashion.
- Transgender Day of Remembrance. Remembering those lost in the transgender community.

When asked, “How have you used diversity communication in the following setting? (academic, social, etc).

- Advocating for and communicating across difference in more effective ways
- Better understanding people in more diverse settings.
- Communication with those different from one’s self

Thompson Scholarship

The Thompson Scholarship Committee met virtually on April 1, 2020 to discuss award winners for 2020-2021. Twelve students (12) applied for the award this year. Students were chosen based on academic merit, campus involvement, financial need and their response to two essay questions. Each student will receive $2,000.00 for the academic year, $1,000 for the fall semester and $1,000 for the spring semester. Awarded are for 2020-2021: Aleecia Evans, Tia Duvall, Braylon Haynie, and Raechelle Haywood.
Academic Honors/Graduation Celebrations

Fall 2019 Multicultural Graduation

On Monday, December 2, 2019, the Multicultural Center and Office of Multicultural Affairs held the 2019 Fall MC Graduation for A-State Students that are graduating on December 14, 2019. In total, the fall graduating class of students that represented Baccalaureate, Master's, Specialists, and Doctoral degrees were approximately 60 in number. On the night of the ceremony, the MC distributed 20 certificates. Ms. Nora Bouzihay was the keynote speaker.

Professional Development, Awards and Recognition

March 28, 2019, Dr. Evette L. Allen, executive director, Multicultural Affairs and Inclusive Excellence was featured in a podcast interview produced by the National Association of Student Personnel Administrators (NASPA). As co-chair of NASPA's New Professional and Graduate Student (NPGS) Knowledge Community, she and her colleague from Ohio State discuss on the podcast, SA Voices From the Field, how they can support new professionals and graduate students.
On September 9, 2019 Dr. Evette L. Allen was notified that an article she co-authored was published in the Journal of Student Affairs Research and Practice. The article, titled Exploring How Professional Associations Socialize Student Affairs Graduate Students and New Professionals, was written with co-author, Dr. Antonio Duran, Assistant Professor at Auburn University.

On Wednesday, October 23, 2019, Shanita Sanders held a Careers in Student Affairs tabling event for the N.A.S.P.A. Graduate Associate Program. During the event approximately, 25 students participated and received information on how to join N.A.S.P.A., what areas of higher education include Student Affairs, and how they could find out more information regarding N.A.S.P.A.'s undergraduate, graduate and professional divisions.

October 2019, Dr. Evette L. Allen’s book chapter “Implementing Social Justice: Forming a Professional Identity” was featured in the book Multicultural and Diversity Issues in Student Affairs Practice: A Professional Competency-Based Approach (Editors: Naijan Zhang and Mary F. Howard-Hamilton). The chapter was written with Co-author, Dr. Chayla Haynes Davison, Assistant Professor of Higher Education Administration at Texas A&M University.

On Friday, November 8, 2019, Shanita Sanders was selected as The History Makers Digital Archive's first Brand Ambassador on the collegiate level. Her duties include working with designated faculty representatives for the digital archive to increase usage and awareness for the database at Arkansas State University. The role is slated to continue until June 2020.

On Thursday, February 20, 2020, Joshua Smith, was selected to receive the JV Educational Leadership Award. The honor is determined through a nomination and review process that considers such factors as professional technique, contribution to student retention, and dedication to their discipline through scholarly advancements. He will be recognized at a national conference in October 2020.

On May 4, 2020, both Shanita Sanders and Rachel Hendrix graduated with their Master’s Degree in College Student Personnel Services.

Arkyasia Whitehead, Front Desk Worker, won the Career Services 2019-2020 Student Worker of the year award. This award is given to an outstanding student worker who demonstrates exceptional skill, customer service, and teamwork skills. Congratulations, Arkyasia.