



OFFICE OF MULTICULTURAL
STUDENT ENGAGEMENT

HIGHLIGHTS

**2015 -
2020**
EDITION

**A REFLECTION ON THE CREATION AND
DEVELOPMENT OF THE OFFICE OF
MULTICULTURAL STUDENT
ENGAGEMENT**



OFFICE OF MULTICULTURAL STUDENT ENGAGEMENT MISSION & VISION

VISION

To cultivate a safe campus environment where we value, promote, and celebrate the identities among all students who engage with our office, while intentionally offering initiatives that positively address and impact retention and graduation rates of students that arrive at WSU underrepresented and at risk.

MISSION

OMSE collaborates across the campus and community to provide a safe, student-centered space that develops diverse student leaders who thrive socially and academically through advocacy, mentorship, and belonging.

A BRIEF HISTORY OF OMSE

JULY 2013

The [Greater Retention and Achievement through Diversity \(GRAD\) report](#) recommends the creation of the Office of Multicultural Student Engagement (OMSE).

OCT. 2015

Executive Assistant is hired for OMSE

AUG. 2015

[Director for OMSE is hired](#)

NOV. 2015

Space is allocated in the Purdy Library to house OMSE

AUG. 2016

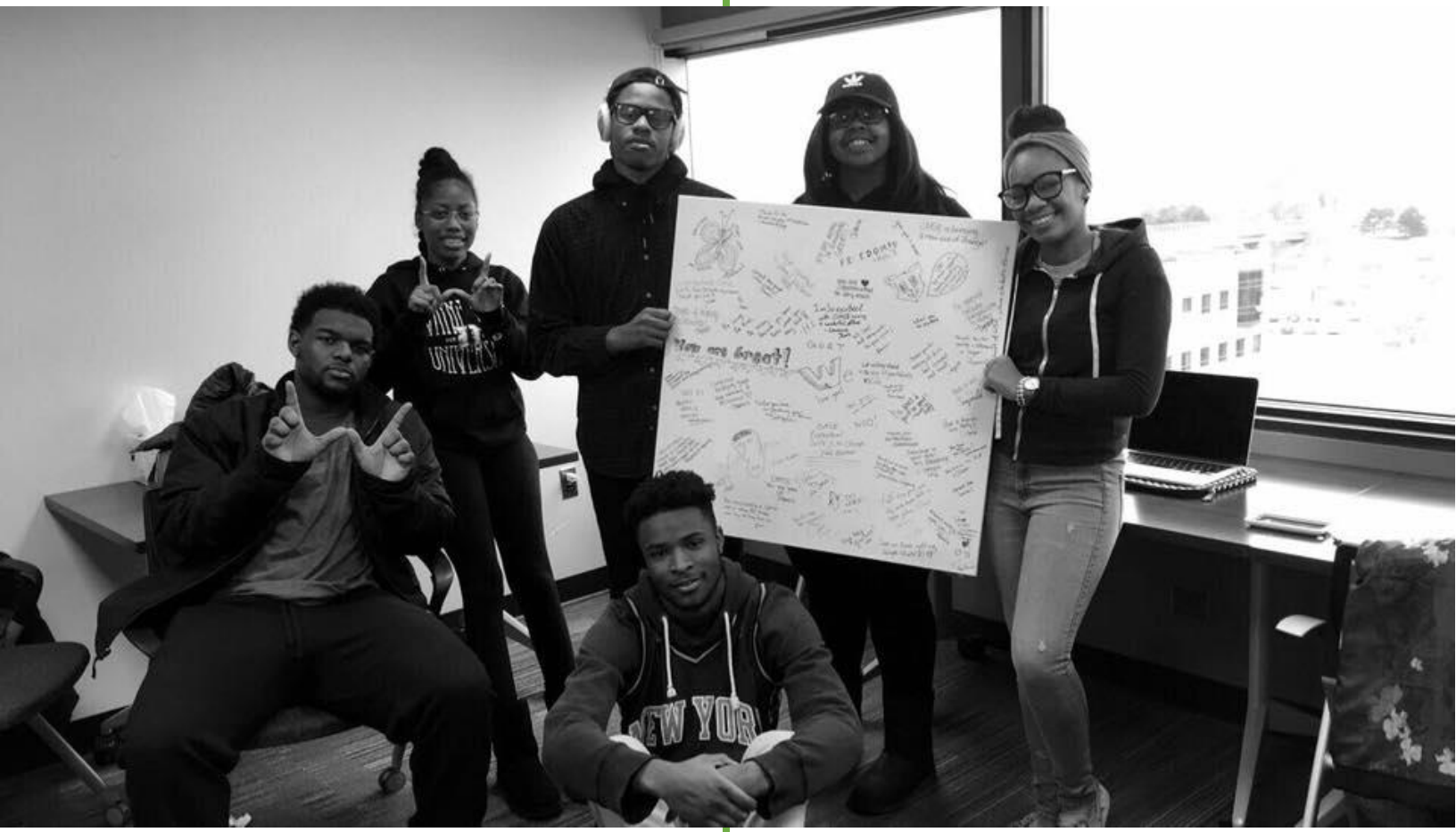
OMSE moves to the 7th floor of the newly renovated Student Center

AUG. 2016

Assistant Director and Advisor are hired

SEP. 2016

OMSE hosts its first Open House to celebrate the growth of the office



CORE AREAS OF FOCUS

The Office of Multicultural Student Engagement aligns its work, services, and collaborative efforts through the following areas:



Cultural & Identity-Based Programming



Workshops and Trainings for Students



Retention Focused Learning Communities

CULTURAL & IDENTITY BASED PROGRAMMING

OMSE strives to foster a campus environment where all identities feel respected, celebrated, and seen by hosting regular educational programming. Since 2016, OMSE staff has worked to develop and expand:

- Heritage month celebrations
- LGBTQ+ focused events and programs
- Programming grounded in encouraging dialogue in respond to current events

WORKSHOPS & TRAININGS

In addition to providing educational programming, OMSE developed a growing portfolio of workshops and trainings for students and student leaders to promote their growth as culturally competent leaders. Workshop topics include, but are not limited to:

- Diversity 101
- Social & Personal Identity
- Intersectionality
- Microaggressions
- Implicit Bias
- Allyship

RETENTION FOCUSED LEARNING COMMUNITIES

Research shows students are more likely to persist and graduate when they feel connected to campus. OMSE works to address retention challenges for historically excluded populations through our two learning communities—RISE (for self-identified women of color) and The Network (for self-identified African American men).

OFFICE UTILIZATION

** Engagement between September 5th 2017 - October 5th 2017



891

891 TOTAL VISITS FROM WSU STUDENTS, STAFF, FACULTY AND COMMUNITY MEMBERS.

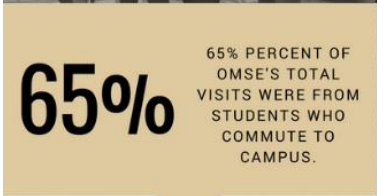


93%

FULL-TIME PERCENTAGE OF STUDENTS ENROLLED FULL-TIME VS. PART-TIME

7%

PART-TIME



65%

65% PERCENT OF OMSE'S TOTAL VISITS WERE FROM STUDENTS WHO COMMUTE TO CAMPUS.

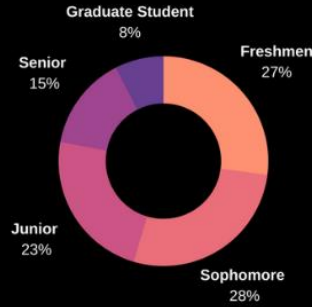


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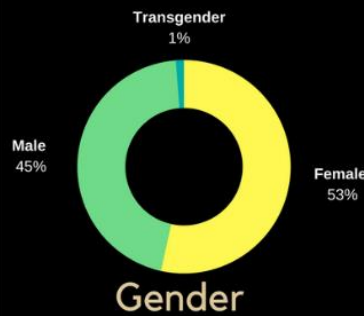
227 STUDENTS VISITED OMSE FOR THE FIRST TIME DURING THE DESIGNATED TIME PERIOD.

OMSE collaborates across the campus and community to provide a safe, student-centered space that develops diverse student leaders who thrive socially and academically through advocacy, mentorship, and belonging.

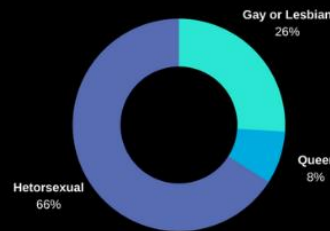
Demographics



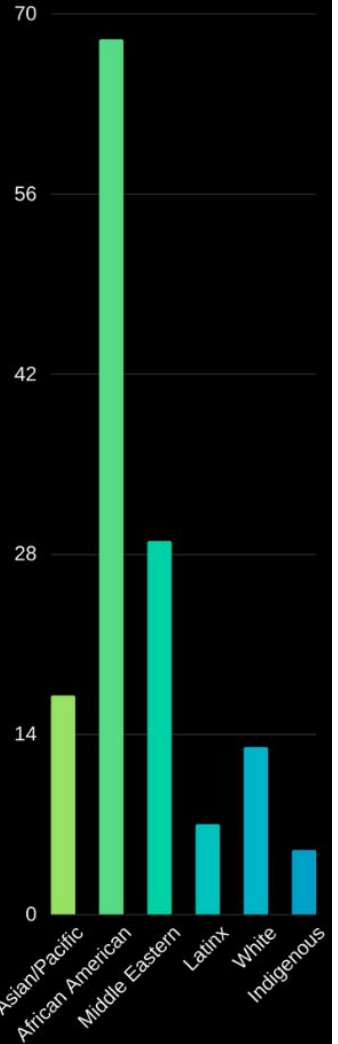
Class Standing



Gender



Attractionality



- Quick Facts -

Leo **Lena** **Tom**

126 visits from students were to talk with staff about Academic or Personal issues.

Top 3 reasons that students engaged with the office were: To print. To study. To chill.
 305 different students collectively visited OMSE 827 times this month.
 47 visits were from Staff/Faculty and 16 from community members.
 227 of the total visits were from people who were visiting the office for the first time.
 35% of student visits were from residential students.
 2 students disclosed that they are students with disabilities.

OFFICE UTILIZATION

FALL 2017

- 2,743 total visits to OMSE (Students, Staff/Faculty, Community, Other)
 - 33.4% students lived on campus
 - 67% commuter students
- Visits Based on Class Standing:
 - 31% First-year
 - 28% Sophomore
 - 19% Junior
 - 13% Senior
 - 7% Graduate Students

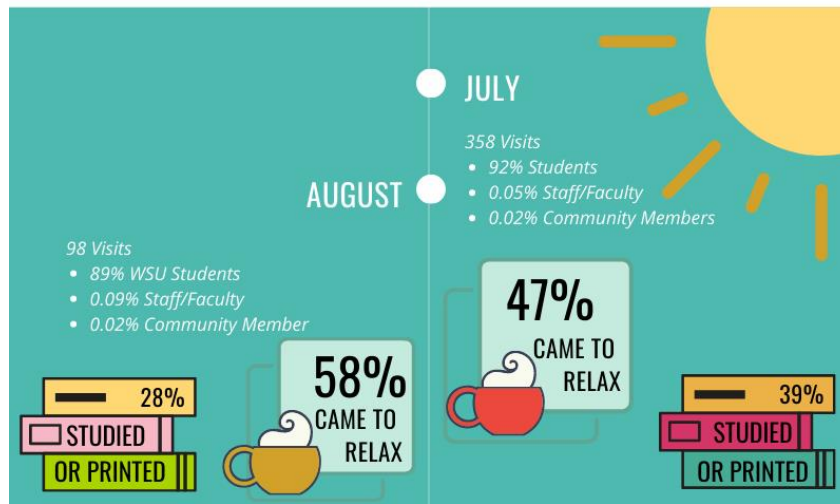
WINTER 2018

- 2,904 total visits to OMSE (Students, Staff/Faculty, Community, Other)
 - 34% students lived on campus
 - 65% commuter students
- Visits Based on Class Standing:
 - 33% First-year
 - 27% Sophomore
 - 19% Junior
 - 16% Senior
 - 7.2% Graduate Students



OFFICE OF MULTICULTURAL STUDENT ENGAGEMENT

SUMMER 2019 VISITS



SNAPSHOT STATS



AVERAGE VISITS PER WEEK



CULTURAL & IDENTITY BASED PROGRAMMING

From 2016 – 2020, cultural and identity based programming has grown exponentially. Changes in staffing in 2019 and the shift to remote work in 2020 from COVID impacted the office's ability to program.

2016

October

- [Peace & Dignity Ceremony](#)
 - Support partner for Native American Student Organization (NASO) & Native/Aboriginal Development Network (NDN)
- OMSE Homecoming Tailgate

November: Native American Heritage Month

- Movie Night
- Open Mic Night
- Traditional Fall Feast & Social

March

- Minority Entrepreneurship Panel

April

- Multicultural Cap Decorating

2017

February

- Group tour of Charles H. Wright Museum of African American History

2018

October

- [Peace & Dignity Ceremony](#)
 - Support partner for Native American Student Organization (NASO) & Native/Aboriginal Development Network (NDN)

April

- Multicultural Cap Decorating

2019

October

- Detroit Black History Tour with Black Scroll Tours
 - 20 students attended a guided tour of historic sites in African American History such as Detroit Black Bottom and sites related to the Underground Railroad.
- [Peace & Dignity Ceremony](#)
 - Support partner for Native American Student Organization (NASO) & Native/Aboriginal Development Network (NDN)



November: Native American Heritage Month

- The Warrior Tradition Documentary Premiere
 - Post Viewing Discussion
- DIA Visit: Guided Tour of Indigenous Art Collection
- Pocahontas: Her Place in the Emerging Atlantic World and Nascent United States
 - Webinar & Community Dialogue

2020

January

- National Day of Healing from Racism
 - Collaboration between Detroit Equity Action Lab (DEAL) and Office of Diversity & Inclusion (ODI)

February: Black History Month

- [African American History Library Display](#) (partnership with WSU Libraries)
- [Letters to Black Girls](#)
- The Privilege Walk
 - Collaboration with Housing
- [From Woodson to Wakanda: Emancipatory Pedagogy & The Miseducation of the Negro](#)
 - Webinar & Community Dialogue
- [Tour of the Charles H. Wright Museum of African American History](#)

March: Women's History Month (COVID impacted plans)

- [Past. Present. Future? Women's History Month](#)
 - Collaboration with Commission on the Status of Women (COSW)

April: Arab American Heritage Month

- Created interactive [National Arab American Heritage Month Zine](#)

May: Asian, Desi, Pacific Islander Heritage Month

- Created interactive [Asian, Desi, & Pacific Islander American Heritage Month Zine](#)

June: PRIDE Month

- Created interactive [PRIDE Month Zine](#)

September

Hispanic/Latinx Heritage Month (September 15th – October 15th)

- Created interactive [Hispanic/Latinx Heritage Month Zine](#)
- Lecture: ["The Intersection of Immigration Status and LGBTQ+"](#)

October

November: Native American Heritage Month

- ["Two Spirits" Virtual Screening & Discussion](#)

LGBTQ+ PROGRAMMING

From 2016 – 2020, PRIDE & LGBTQ+ programming has grown exponentially.

2016

October

- Pariah Film Screening & Discussion

2017

October

- 1,000 Paper Cranes for Pride
- Discussion on the Intersection of Religion, Gender, and Sexuality as a QPOC

2018

March

○

April

[Coming Out Week](#)

December

- Established LGBTQ+ Planning Committee (Monthly Meetings Scheduled)
 - This planning committee included members from the previous Rainbow Graduation Planning Team, student leaders from Student Senate, QTPOC, and JIGSAW.

2019

January

- Creating Change Conference
 - 4 student attendees
- The LGBTQ+ Planning Committee began planning Pride Week and Rainbow Graduation
- Creation of Sex Week
 - OMSE collaborated across campus to create Sex Week—a dedicated week to informing the campus community about safe sex practices
- Introduction of the Queer Coalition
 - The Queer Coalition was initially intended to focus on campus policy and open to anyone who was interested

August

- Inclusive Restroom Team established

September

- LGBTQ+ Welcome Back Luncheon (9/6)

March

- First Annual Sex Week 2019-
Collaboration with W'Sup

October

- [Coming Out Week](#) (7th-11th)
 - [Ally Financial Intern Interviews](#) (OMSE)
 - QTPOC Opening Doors Project
- [International Pronouns Day](#) (speaker Noura Ballout)
- Gender Inclusive Housing survey completed

April

- Pride Week
- Rainbow Graduation

May

- Initiated Inclusive Restrooms and University Housing Policies meetings

- [Trans Women of Color Awareness & Activism with Speaker Julisa Abad](#)
- MBLGTACC info sessions

November

- Trans Day of Remembrance Vigil and Discussion

December

- MBLGTACC fundraising via Warrior Funder

2020

January

- Initiated Pride Week and Rainbow Graduation planning

February

- Chaperoned 14 students to MBLGTACC

March

- Sex Week- Collaboration with W'Sup

April

- Virtual Rainbow Graduation videos were sent out to individuals graduating

May

- Allyship presentation to Orientation Leaders

June

- [OMSE Hosted virtual PRIDE Month Events](#)
 - [Wednesday, June 10th: Intersectionality Discussion](#)
 - Wednesday, June 24th: Poise Watch Party

July

- LGBTQ+ University Council established in OMSE (at the request of Provost Whitfield)

August

- Allyship presentation for the Law School
- First LGBTQ+ Student Council Meeting
- LGBTQ+ Welcome Back Lunch

September

- [LGBTQ+ Welcome Back Lunch 11am-1pm](#)
- LGBTQ in the Latinx Community - Activist Adonis Flores 12pm-1pm

October

- Coming Out Week
 - [A Discussion on LGBTQ+ and Religion](#) with Rev. Derek 12pm-1pm
 - [Race and LGBTQ+ Rights- Drs. Hunter and Kooden](#) 12pm-2pm

November

- "Two Spirits" Screening and Discussion 6pm
- LGBTQ+ Student Council Meeting



RISE LEARNING COMMUNITY

Created in the summer of 2016, RISE has created a space of belonging for self-identified women of color at Wayne State.



MISSION

RISE is a community that aims to protect the retention of undergraduate and graduate women of color (WOC) of Wayne State University to support one another's experience as WOC at a Predominantly White Institution (PWI). RISE provides a safe space for self-identified WOC to develop Leadership, Scholarship, Sisterhood and deeper Self-Actualization. Through programming, we create a community that focuses on identity development, promotes self-reflection and embraces intersectionality while celebrating diversity that influences our lives.

VISION

RISE sisters will build Leadership by creating opportunities and spaces for WOC to continue to enhance their leadership potential

- RISE sisters will build Scholarship by empowering women to pursue their academic, personal and professional development opportunities both inside and outside of class by discussing different opportunities for them to connect with staff, faculty, alumni and the community.
- RISE sisters will build Sisterhood through creating a community that allows us to build solidarity through celebration, affirmation and conversation.
- RISE sisters will build Self-Actualization through a community of empowerment and support through open dialogue, reflection and continued validation.

DEVELOPMENT/LEARNING OBJECTIVES

- Mentorship- Each woman will be paired with a professional mentor that they will meet with twice a month.
- Cultural Competency- The RISE Book Club will offer opportunities to discuss cultural issues and situations women of color may face.
- Career Exploration- women will be expected to complete a resume and cover letter. Women will give mock interviews and receive business cards (provided by learning community funds)
- Sisterhood- discussion boards will lend themselves to chosen topics by the individual women. Women will also have the opportunity to create crafts with each other virtually once a month as a part of the growth of their sisterhood. The topics that will be covered in bi-weekly meetings each semester are intersectionality, colorism, sexual/gender identity, religion, family, tradition, feminism, and career goals. These topics aid students in feeling a sense of belonging and provides space for emotional and academic growth.
- Volunteer Opportunities- these will vary from year to year

RECRUITMENT & PARTICIPATION

RISE will be opt-in. Women from previous years may opt in to the community each semester. Women interested in this learning community will need to opt in before October 1st for Fall and before February 1st for the Winter semester.

RISE LEARNING COMMUNITY

PROGRAMMING

2016

September

- Surviving as a WOC at a PWI
- #Sayhername: Why Are We Always the Martyr?

October

- The Major Keys to Loving Yourself: Embracing Your Own Skin
- Ok, Ladies Now Let's Get in Formation: Learning to build collaboration
- Outreach Opp for November: #hashtag Lunch Bag volunteer opportunity at WSU or in local Detroit area

November

- Don't Let Them Controlla: Identifying Toxic Relationships
- Had to Leave the States Alone to Get My Mind Right: Exploring Study Abroad and What That Looks Like For Me as A WOC
- Outreach Opp for November: Street Outreach w/ Alternative for Girls

December

- #Beyourownboss #sidehustle: Learning What it Means to Create Your Own Business and Brand

2017

January

- New Year, New Me, or Nah: Goal Setting

February

- Get it Right, Get it Tight: Health and Wellness

March

- Women's Empowerment Event (partnership with TIP-Transition to Independence Program)

October

- What it Means to Be a Woman of Color

November

- Self-Care: Yoga & DIY Bath Bombs

2018

January

- Welcome Back/Check-In Event
- Self-Care Workshop & DIY Sugar Scrub

February

- Personal Wellness—Presented by the BROTHERHOOD
- How to Manage Relationships

March

- Entrepreneur Panel
- Study Day/Alumni Networking Opportunity

April

- Physical & Mental Health Day

- End of Year RISE & The Network Gathering

May/June

- Recruitment at Orientation for RISE section of First-Year Seminar

August

- Goal Setting & Vision Boards
- Intersectionality: What Does it Mean to be a Woman of Color in Your Community?

September

- Sexual Health
- Managing Relationships

October

- Healthy Habits

November

- Mental Health

- Being Your Authentic Self While Defining your Success as a Woman of Color

December

- Trip to see Michelle Obama at the Little Caesars Arena
- Study/Pizza Party

2019

January

- Proposed learning community renewal and budget to the learning community committee
- Welcome Back Meeting

February

- Established RISE Book Club and Movie Club in Collaboration with Warrior VIP
- Speaking Up and Speaking Out & Lip Sync Battle
- Networking Mixer
- Chose four women to go to the National Student Leadership Diversity Conference in Atlanta

March

- Relationships
- Women of Color Dialogue
- Second book started
- First movie for the movie club

April

- Took four women to the National Student Leadership Diversity Conference
- End of the year celebration

May

- RISE Rebrand to be more inclusive of all racial and ethnic backgrounds

June and July

- Orientation recruitment

August

- Hired first peer mentors (Heba Al-Hassen and Abrianna White)
- Elected Tabassum Chowdhury as the President of RISE and Maya Mohammad as the Social Media Director
- Established weekly RISE leadership meetings
- First RISE welcome event/info session (25 women)

September

- Weekly RISE Study Tables established
- RISE/Warrior VIP Football Game Tailgate
- RISE Detroit Institute of Art trip
- Volunteered at Arts and Scraps
- What Does Women's Empowerment Look Like as a WOC
- RISE community photo shoot

October

- Ally Financial Internship Interviews
- Mental Health and Healing as a WOC
- Movie Night
- Reading with High School students (MLK High School)

November

- Go Vote Event
- History of Our Lands
- Blake's Cider Mill Trip

December

- Study/Pizza night

2020

January

- Book club started for the year
- Family Dinner
- MLK High School Book Club
- African American Museum

February

- Family Dinner

March -May

- Safe Sex with Wayne State University Prevention Team
- Moved virtual due to COVID
- Weekly check ins with peer mentors

July

- RISE Blog created
- New peer mentor hired (Destiny Miller)

August

- Welcome Event

September

- Setting Up Your Planner for Success
- Women in the Workforce
- Virtual Study Tables

October

- Women in OM, How to Balance It All
- Intersectionality Discussion
- Movie Night
- Virtual Study Tables

November

- American Woman, Native Roots Doc and Discussion
- RISE Giving- Virtual Dinner
- Virtual Study Tables

December 2020

- Virtual Finals Studying

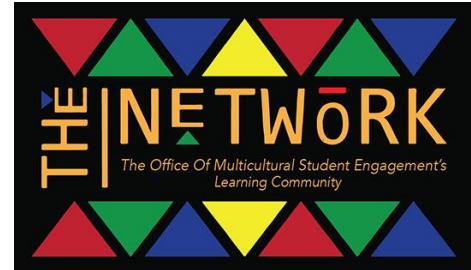


THE NETWORK LEARNING COMMUNITY

Created in 2016 The Network has created a space of belonging for Black men at Wayne State.

MISSION & VISION

The Network is a Learning Community that is specifically designed for Black men by Black Professional men here at Wayne State University (WSU) to help students navigate and graduate from WSU. Through a partnership with The Office of Multicultural Student Engagement (OMSE) a group of volunteers made up of WSU faculty, staff, and administrators are committed to the career success of Black male students. The ultimate goal of our program is to see all Network students succeed, graduate and accomplish their dreams.



DEVELOPMENT/LEARNING OBJECTIVES

During the year, we have several activities for students to involve themselves in to help aid in their connection to campus. Professional staff and faculty are also available throughout the year to assist all members with any questions or concerns that they might have during their transition into and through higher education.

RECRUITMENT & PARTICIPATION

In the Spring of 2016 the committee started to build a list together based off the then new Ruffalo Noel Levitz College Student Inventory Survey to recruit students for the Learning Community. Students were selected if they expressed interest in participating in Multicultural Programming along with individuals that committee members had built a rapport with when recruited to WSU.

Just Prior to O2 (Orientation 2) the committee invited 40 students to attend the opening invite morning session and outline the plan of Bi-Weekly Meetings and Social Events while also assigning individuals to Professional and Peer Mentors. 30 students showed up and continued to be actively involved in our programming, which was based on the course textbook, *On Course*, along with conversations centered around various subjects such as Study Skills, Masculinity, Police Brutality etc.

After the first year, we had 24 of 26 students retained and out of that 24 students 12 students have graduated within 5 years within 5 years, with many more set to still graduate within 6 years.

THE NETWORK LEARNING COMMUNITY PROGRAMMING

Topics for programming and events are summarized below.

2016

- The Network Time Management Presentation
- The Network Bowling Night
- Getting On Course to Your Success
- Accepting Personal Responsibility
- Discovering Self-Motivation
- Mastering Self-Management
- Employing Interdependence
- Gaining Self-Awareness
- Adopting Lifelong Learning
- Developing Emotional Intelligence
- Staying on Course to Your Success
- The Network Discussion with Roderick Hardamon

2017

- The Network Discussion on Masculinity
- The Network Discussion on Political Science
- The Network Discussion Police Brutality
- Story of OJ Discussion
- The Network Hip Hop Discussion
- Attended University of Akron's Black Male Summit
 - 7 Students
- The Network Mental Health Discussion
- The Network/Warrior VIP Bowling Night

2018

- The Network Welcome Back / Check in
- The Network Self-Care
- The Network/The Brotherhood Personal Wellness
- The Network Entrepreneur Panel
- The Network Alumni Network Event
- Introduction to The Brotherhood
- The Brotherhood Syllabus Night
- The Brotherhood LETS RAP! Spoken Word Nights
- The Brotherhood Friendships/Relationships
- The Brotherhood STUDY TABLES
- The Brotherhood Stress Management and Mental Health Discussion
- The Brotherhood Financial Literacy
- The Brotherhood GAME NIGHT
- The Brotherhood Photoshoot
- The Brotherhood Attire and Fashion
- The Brotherhood Finals Prep Workshop with the Academic Success Center.
- The Brotherhood Christmas Dinner
- Attended the University of Akron's Black Male Summit
 - 4 students
- Clemson University's Minority Male Summit
 - 2 students

2019

- The Network Welcome Back / Check in
- The Brotherhood/QTPOC Discussion
- The Brotherhood LETS RAP! Spoken Word Nights
- Entrepreneurship with Bank of America
- The Brotherhood Black Film Discussion
- The Brotherhood Research Symposium
- The Brotherhood Hip Hop Discussion

- The Brotherhood Men's Health
- The Brotherhood GAME NIGHT
- The Brotherhood Family Feud
- The Brotherhood STUDY TABLES
- The Brotherhood – Informational Sessions

- The Network – Black Men Do What?
- Attended the University of Akron's Black Male Summit
 - 9 students
- The Network/The Brotherhood Dinner for Winners

2020

- Attended Clemson University's Minority Male Summit
 - 2 students attended
- The Network/The Brotherhood Dinner for Winners - Tiana Dudley, Marlowe Stoudamire, Ernestine Lyons
- The Network/The Brotherhood Dinner for Winners - Raymond Cloud, Dr. Rose Moten, Tylonn J. Sawyer
- The Network/The Brotherhood Dinner for Winners - Jason Brown, Mayor Monique Owens, Ronald Wood

- The Network Started weekly Check-in Meetings for the year with faculty, staff mentors and students.
- Started 1st Book Club *New Visions for Black Men* with Dr. Kefense Chike of African American Studies
- Started 2nd Book Club *Breaking the Chains of Psychological Slavery* with Dr. Kefense Chike of African American Studies

SIGNATURE & EDUCATIONAL PROGRAMS

GRADUATION CELEBRATIONS

- African American Graduation Celebration
- Rainbow Graduation

EDUCATIONAL PROGRAMMING

- Friday Forums
 - Friday Forums are an effort by OMSE to get students talking about important sociopolitical issues of our time, while having the ability to hear differing opinions from various points of view. Topics included:
 - Legalization of Marijuana for Recreational Use
 - Black Lives Matter Movement
 - Reproductive Rights
 - Capital Punishment
 - Gun Control
- What's Going On? (June – August 2020)
 - Developed in response to the Black Lives Matter movement in summer of 2020.
 - The What's Going On series feature people from across campus to facilitate sessions on issues that are important to them or the work they do on campus. The goal of these sessions are to begin to shift our conversation to where we as a campus acknowledge that issues of diversity, equity, social justice, and inclusion is a part of everyone's work and experience.

SOCIAL CONNECTION & BELONGINGNESS PROGRAMMING

- National Day of Healing from Racism
 - First event in 2017
 - Collaboration between Office of Diversity and Inclusion and Wayne Law's Detroit Equity Action Lab
 - Full day of activities and sessions created to help heal the wounds created by racial, ethnic and religious bias and build an equitable and just society where everyone can thrive.
- Black Panther Private Movie Screening (February 2018)
 - Brought together one of largest collaborative efforts at WSU by coordinating an event that was able to send 125 WSU students to a private screening of Black Panther
 - The partnership was between OMSE, Warrior VIP, APEX Scholars, WSU Housing, and The Center for Latino/a and Latin American Studies.
- Dinner for Winners
 - Created in September 2018
 - Collaboration between OMSE and TRiO's GearUP and Talent Search
 - Hosted 100 students from multiple programs across campus OMSE, Warrior VIP, APEX Scholars and The Center for Latino/a and Latin American Studies.
 - Event featured a plated dinner with lessons on table etiquette followed by guest speakers who presented on business communication and brand building.
- Welcome Black
 - Created in Winter 2018

- The purpose of these events has been to get all Black students connected to WSU campus resources, Black student organizations, Black faculty, and staff at the beginning of the school year.