

Proposed Multicultural Center (MC) at IUPUI

Vision:

- The Multicultural Center at IUPUI represents the institutional commitment to the value of diversity as stated in its mission; as such, the MC will receive base funding from the university, which may be supplemented by a student fee.
- The MC will be a part of the Chief Diversity Officer's (CDO) portfolio.
- The MC will function as a safe haven for African American, Latino/Hispanic, Asian American, and Native American students, as well as Gay, Lesbian, Bisexual, and Transgender (GLBT) students and women, where their identities can be affirmed through visual and programmatic representation.
- The MC will function as a resource center and clearinghouse for materials, visual media, and publications that speak to the experiences of diverse groups in higher education, i.e., journals that publish the scholars representing these groups and such books as Cuyjet's *African American Men in College*.
- The MC will provide a space for creating partnerships internally to strengthen collaborations among students and student-faculty relationships.
- The MC will foster programmatic partnerships between IUPUI student and community organizations.
- The MC will function as a space in which the value of diversity is promoted as an integral component of undergraduate and graduate academic training, preparing students for the 21st century.
- The MC will be comprised of multiple units, each dedicated to African Americans, Latino/Hispanics, Asian Americans, and Native Americans, GLBTs and women, directly including, but not limited to, the student organizations that serve the communities of color both on and off campus.
- In recognition of the history of the land upon which IUPUI exists, the MC should be named after an important member of the African American community.

Mission:

- The Multicultural Center will support the entire student population by promoting the value of diversity, broadening multicultural awareness and sensitivity, and advancing and supporting cultural competence and civic responsibility among *all* members of the IUPUI community.
- While being inclusive of diverse IUPUI communities including GLBT students, women, and students with disabilities, the MC will focus attention on African Americans, Latinos/Hispanics, Asian Pacific Americans, and Native Americans.
- The creation of a MC is an exigent response to specifically address the needs of students of color in a traditionally white institution and to improve their rates of recruitment, retention, and graduation.

Goals/Objectives:

- Convert the UC-building to the MC. Space occupied by University College-related offices will remain
- facilitate and promote cross-cultural programming
- encompass programs and activities such as intrusive advising, faculty mentoring, student peer mentoring, focused professional development for faculty in the areas of curriculum and instruction, diversity scholarships and fellowships, promote and facilitate programming specific to diverse communities of students/staff/faculty that complement the communities of color at IUPUI and campus-wide dialogue on diversity in higher education
- assist in the recruitment of faculty of color who can serve as role models and mentors to students of color and who will exemplify IUPUI's commitment to its diversity mission.
- establish, maintain and promote relationships with community partners
- facilitate and promote collaborations while leveraging resources to impact recruitment, retention, graduation, and promotion
- collaborate with existing units to provide programs and services, i.e. Campus Center, Center for Urban & Multicultural Education (CUME), Office for Multicultural Development (OMPD), Office for Women, and others
- communicate to the larger Indianapolis region the campus' commitment to civic engagement
- conduct regular assessment of usage, center programs, etc.. (in house or external reviews /evaluations)
- develop an Advisory Council that includes students, faculty, staff and community members who will serve to assure the sustainability of the Center with a focus on the Mission and Vision of the MC.

Structure:

- The MC should have a Director to oversee all operations
- The MC Director should report directly to the CDO
- Each campus community of focus, African American, Latino/Hispanic, Asian American, and Native American students, as well as Gay, Lesbian, Bisexual, GLBT and women will have a Director in the MC
- The MC should employ new faculty with dual reporting lines, to the MC and their respective disciplinary departments?

- The MC should employ graduate assistants as staff who would assist in student programming, mentoring, and general office operation
- The MC should provide faculty with incentives to engage in service to the MC (e.g., grants for community engagement; research grants to recruit students assistants; course release for mentorship opportunities)

Clarifying Details re: “multiple units” within the MC:

- Identifiable space must be dedicated for a specific community of students - a space that is a welcoming, culturally affirming, and imparts a sense of ownership in response to the Diversity Performance Indicators. In keeping with a theme of “inclusion with focus,” the dedicated spaces will include those established for African American, Latino/Hispanic American, Native American, and Asian Pacific Islander American communities at IUPUI.
- The dedicated spaces will be proximal to each other and serve as a “counterspace” in order to foster inter-cultural conversations and programming, e.g., identifying and raising awareness of common experiences/issues as students of color at predominately white institutions. (The term, “counterspace,” is a concept discussed in Critical Race Theory and can be found in such resources as Delgado, R. & Stefancic, J. (2001). *Critical Race Theory: An Introduction* and Solórzano, D.G., Ceja, M. & Yosso, T. (2000). *Critical race theory, racial microaggressions, and campus racial climate: The experiences of African American college students.*)