

OFFICE OF MULTICULTURAL AFFAIRS

ANNUAL REPORT



2017-2018



USF.EDU/MULTICULTURAL



divERsity



STUDENT AFFAIRS
& STUDENT SUCCESS
UNIVERSITY OF SOUTH FLORIDA

OFFICE OF
MULTICULTURAL AFFAIRS





OFFICE OF MULTICULTURAL AFFAIRS TABLE OF CONTENTS

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LETTER FROM THE DIRECTOR/ STAFF SPOTLIGHTS



Stacy Pippen
Director of Office of
Multicultural Affairs

The Office of Multicultural Affairs, (also known as OMA - pronounced O.M.A.) consists of a team of diversity educators and equity-minded practitioners who strive to develop interculturally mature global citizens. In this inaugural annual report, you will find highlights from the 2017-2018 fiscal year which showcases our impact on the USF community and our commitment to developing a welcoming and inclusive campus environment.

The work of the office contributes to the commitment of student success, inclusive excellence, and career readiness by facilitating education, advocacy, and community building throughout campus. We promote initiatives that celebrate diversity and contribute to enhancing the visibility of underrepresented students at our institution. OMA strives to create mattering and a sense of belonging for underrepresented students and positively impact their persistence and graduation rates through community building, leadership development, and serving as a bridge to institutional resources.

Go Bulls!



Jerry Q. Staples II
Assistant Director
he/him/his



Rachel Garcia
Assistant Director
she/her/hers



Maria Merrill
Coordinator of LGBTQ+
Initiatives
she/her/hers



Nyasha A. Bailey
Coordinator of Cultural
Initiatives
she/her/hers

Dominique
Lindsey-Gonzalez
Staff Assistant
he/him/his



Sonja Massa
Graduate Assistant
she/her/hers

USF'S 2013 - 2018 STRATEGIC GOAL #1

Equip and empower USF students with innovative knowledge and skills to become global-multicultural leaders



OMA MISSION

The Office of Multicultural Affairs coordinates educational, cultural, and social programs to foster experiences which **create interculturally mature global citizens** who are prepared to thrive in diverse environments.

While promoting intercultural dialogue, awareness, advocacy and respect for diversity, OMA helps students understand and appreciate a multitude of identities. Through programming, trainings, and direct connections with our staff and services, OMA creates an inclusive environment enabling students to become conscientious global citizens.

STUDENT LEADERSHIP



Student Assistants

Adela Lopez Santiago (s)
 Ashley Giron (s)
 Brianca Taylor (s)
 Bryson Thompson (h)
 Camila Ozores Silva (s)
 Melanie Perez (s)
 Prin Ocea (t)
 Tori Brown (s)

Student Interns

Geldine Ambroise (s)
 Kesia McAllister (s)
 Martha Luz Depumarejo (s)
 Max Morinelli (h)
 Meredith Mechanic (s)
 Neylis Sanchez (s)
 Zachary Cruz (h)

BHM Heritage Month (BHM) Committee

*Nani Williams (s)
 Emmanuel Harvey (h) | Abbigayle Rambaran (s)
 Tori Brown (s) | Nicole Glasford (s)
 Brianca Taylor (s) | Khalil Wilson (h)
 Susan Adepoju (s) | Stephany Robinson (s)

* Student Chair (h) he/him/his
 (s) she/her/hers
 (t) they/them/theirs

iBuddy Committee

*Dasha Antipova (s)
 Saniath "Sunny" Reedy (h)
 Bianca Bond (s)
 Agelid Pabon (s)
 Chakar Thomson (h)

ISLC MENTORS

Geldine Ambroise (s)
 Saaurav Bari (h)
 Samantha Budenstein (s)
 Nkengafeh Ekokobe-Mbezi (s)
 *Eisenhower George-Kalagbor (h)
 Bree Lawrence (s)
 Maia Rogers (s)
 Aji Fatou Sey (s)
 Stacey Uk (s)
 Lacye Williams (s)
 Hayden Grier (h)

Yu Aisu (h)
 Delina Aylay (s)
 Shantel Bryan (s)
 Jessica Cameron (s)
 Martaz'Shia Gibbs (s)
 Janica Parkinson (s)
 *Marilully Peraza (s)
 Gina Rotunno (s)
 Bryson Thompson (h)
 Kiandra Valladares (s)
 Khalil Wilson (h)



Student Testimony



SI SE PUEDE

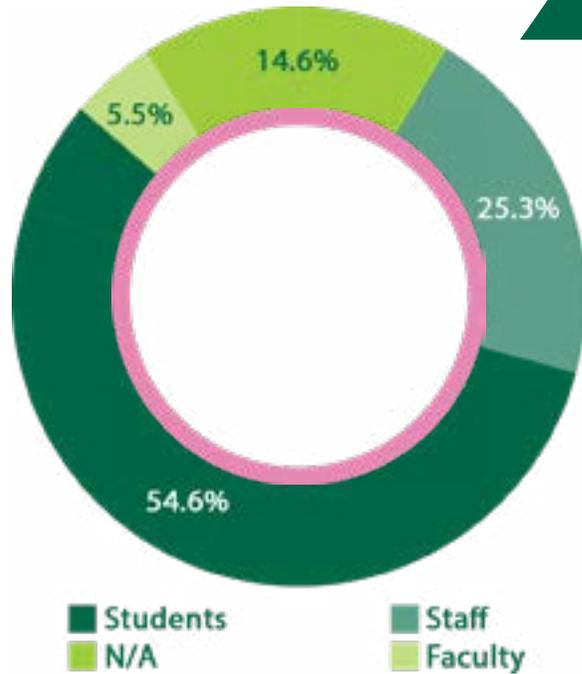
“ I began getting involved with the Office of Multicultural Affairs as a second year student when I first discovered that I was undocumented. I volunteered to speak on the student panel of UndocuALLY, which allowed me to come out of the shadows with support and safety provided by the OMA team. Eventually I joined the team as the UndocuALLY intern and gained a sense of belonging and trust for the university as a whole. My experiences with the office gave me mentors, lifelong friends, and a sense of purpose that impacted every piece of my undergraduate experience. Through the love and care from the OMA team, I was empowered to apply for graduate school and pursue my masters in Student Affairs. I will never forget the valuable lessons I learned as part of the OMA. ”

- Camila Ozores Silva

Safe Zone



2017-2018 Participant Demographics

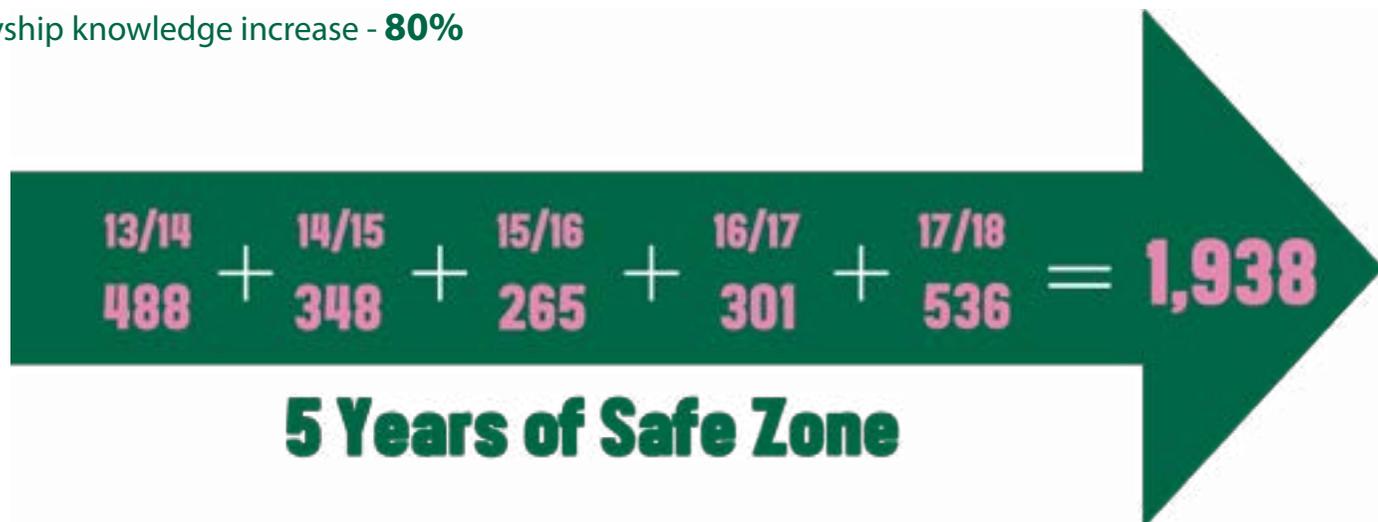


536

Safe Zone Total Participants 2017-2018

SZ Learning Outcomes

- Education Part One knowledge increase - **73%**
- Education Part Two knowledge increase - **75%**
- Allyship knowledge increase - **80%**



UndocuALLY



2017-2018 Participants by term



208

UndocuALLY Total Participants 2017-2018

Diversity Trainings

555

Total Participants trained in other Diversity related sessions 2017 - 2018

Trainings include topics such as Creating Inclusive Environments, Inclusive Excellence, Gender Identity & Sexual Orientation, Intro to Microaggressions, Intro to OMA, Diversity One on One, Intro to Race and Ethnicity, and Unconscious Bias.

1,299

Total Participants trained 2017-2018

Hispanic Heritage Month



The mission of Hispanic Heritage Month is to provide students with the opportunity to experience and become immersed within the Hispanic and Latinx culture through various points of reference that will enhance their education, social skills, and ability to become mature global citizens. In 2017-2018 there was an increase in campus-wide programs from 16 in 2016 to 20 programs in 2017 including 6 OMA signature programs. This year we also produced an increase in the campus-wide calendar from 16 programs in 2016 to 20 programs in 2017 including 6 OMA signature programs.



Asian American Pacific Islander Heritage Month

In May 2018, The Office of Multicultural Affairs (OMA) launched Asian American & Pacific Islander Heritage Month, to recognize and bring visibility the third largest minority group at the University of South Florida. OMA worked with students of Asian-Pacific Islander student organizations to launch the month, including Students of India

Association, Asian Students in America (ASiA), Chinese Culture and Language Club, Association of Filipino Students at USF, the Vietnamese Student Association, Sparks Magazine at USF, and Thai Student Association of USF.

OMA also partnered with ASiA to create student leadership spotlights that brought visibility to the diversity within Asian and Pacific Islander communities and diasporas.



Black Heritage Month



Black Heritage Month (est. as Black Emphasis Month) is the longest standing student-led heritage month celebration at USF. The



mission of Black Heritage Month is to educate both the USF and Tampa

Bay community on the importance of the history and significance of Black culture. In 2017-2018, there were 18 campus-wide programs and 4 of those were OMA signature programs.

IntersectionaliTEA



This year, OMA launched IntersectionaliTEA, a student-led discussion series about how identities, culture, religion, socio-economic status, abilities/disabilities, gender identity and sexual orientation come together to impact their lived experiences.

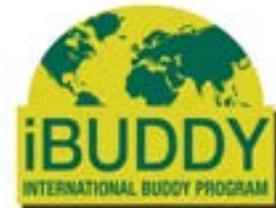
Student Reflection

"I talk everyday about my intersections— being gay, being Caribbean, having a mental illness— but I wanted to sit and listen. I rarely do that, but every time I do, I learn something. I learned that I'm not the only black person who questions their black identity. I'm not the only one who feels not enough, who feels like they haven't struggled enough, who feel like they don't fit in, who feel their blackness is made a political statement, who feel that black issues are placed on a pedestal above [our] other identities."



iBuddy

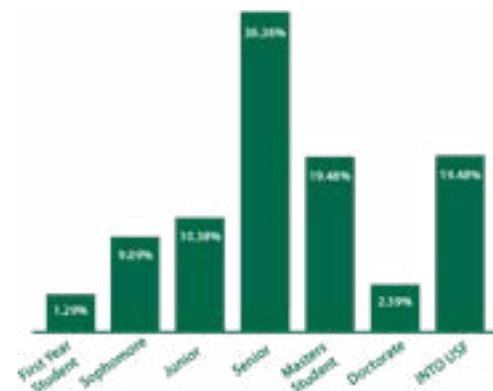
iBuddy is a free 9-week program that takes place each fall semester. The program partners international and domestic students to increase cultural awareness and build lasting friendships through a series of campus events and social programs. The iBuddy program enhances and encourages out-of-classroom student engagement that assists participants in becoming global citizens.



India was the Top Country of Origin for International Student Participants

- 185 participants
- 17% of the 2017 participants have participated in the iBuddy Program previously
- 88% of students agree or strongly agree that they had an increase of knowledge pertaining to cultures other than their own after participating in the iBuddy program
- 87% of students agree or strongly agree that as a result of the iBuddy Program they felt an increase in their ability to interact with someone of a different culture

Classification



FTIC Status



International Festival (iFest)

International Festival (iFest) is the signature event held in November during International Education Month and is reminiscent of Epcot's World Showcase, as the MLK Lawn transforms into four different regions of the world with more than 150 student groups, all representing different countries. USF departments and organizations engage in the festival hosting informational booths, food, music, and novelties



relevant to the cultures found in each region. iFest helps to provide students with outside-of-classroom experience to contribute to enhancing global citizenship.



Campus Partners

- USF World
- INTO USF
- Confucius Institute
- Global Citizens Project
- Center for Student Involvement
- Marshall Student Center



LGBTQ+ History Month



This year's LGBTQ+ History Month featured 25 programs across the course of the month (23 in 2016, 11 in 2015).

OMA-sponsored programs: Kick-Off, Safe Zone: Education Part One, Day of Service with Metro Wellness, IntersectionalTEA: Latinx & LGBTQ+, Safe Zone: Education Part Two, Spirit Day, Intersectionality and Access: Students with Disabilities and the LGBTQ+ Community, and a presentation on our Campus Pride Index score.



Ally Appreciation Rebranded to Audre Lorde Luncheon

The Ally Appreciation Luncheon historically served as an event to recognize those who completed Safe Zone training and signed an "ally" contract. OMA expanded the purpose of the luncheon and invited not only those who took part in any section of the trainings, but also invited key stakeholders across campus that make the work OMA does possible. OMA chose to rename the luncheon "The Audre Lorde Luncheon" to highlight the life & legacy of the poet, scholar, feminist, and queer woman of color, Audre Lorde. Her contribution to the LGBTQ+ movement started in the 60s and continues to impact scholars and practitioners. Additionally, the luncheon served as an opportunity to recognize campus partners working actively to create more inclusive spaces for the LGBTQ+ community.



Student Testimony - Prin Ocea



OMA has allowed me to connect with people from different backgrounds who have the same passion for creating inclusive spaces on campus.

Some of my favorite conversations have happened in this space with people I might never have met otherwise. Knowing that I had this community on campus that supported and accepted me exactly as I am helped me thrive on campus, and helped me access resources when I needed them.

OMA has been such an empowering and safe space for me on campus where I knew I could always go if I was having a bad day, or needed some support.

Campus Pride Index



“Since 2007, the Campus Pride Index [CPI] has been the premier LGBTQ national benchmarking tool for colleges and

universities to create safer, more inclusive campus communities.

This summer, the Office of Multicultural Affairs resubmitted our responses to the Campus Pride Index after a tremendous year of growth. We are thrilled to announce that our new, improved Campus Pride Index score is a 3.5, up from last year’s score of 3.0! Our areas of increase include: LGBTQ Support & Institutional Commitment, LGBTQ Academic Life, LGBTQ Housing & Residence Life, and LGBTQ Recruitment & Retention Efforts.

Safe Zone Training Program Becomes 4-Part Series

The Office of Multicultural Affairs expanded the Safe Zone Training Program from one three hour training into a four-part training program that creates opportunities to deepen the USF community’s understanding of LGBTQ+



identities, policies, and ways to be supportive allies and advocates across campus. Students, staff, and faculty are

encouraged to complete all four parts of the Safe Zone Training Program.

Allyship develops and promotes allyship in the USF community and teaches models of acceptance as well as modes of response to incidents one may encounter as an ally. *Advocacy* will launch in the 2018-2019 academic year and will focus on the history of the LGBTQ+ movement as well as current local, state and national policies, laws and trends impacting the LGBTQ+ community and how to get involved in effecting positive change.

Inaugural Lavender Graduation

On April 4, 2018, OMA partnered with the President’s Committee on Issues of Sexual Orientation and Gender Identity (CISOGI), the Office of Diversity, Inclusion and Equal Opportunity (DIEO), the USF Alumni Association, the USF Foundation Diversity Initiatives and Scholarships, as well as community partners, to host USF’s inaugural Lavender Graduation as part of the 14th annual LGBTQ+ Gala. A total of 38 undergraduate and graduate students participated.

Gender Inclusive & Single Stall Restroom Map

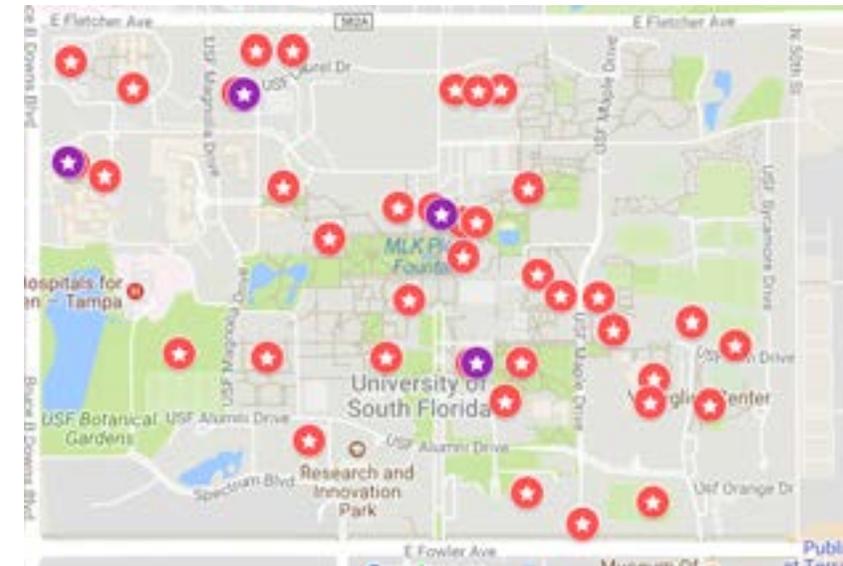


This map was created in Spring 2017 with the support of several campus groups including the Office of Multicultural Affairs, the Trans+ Student Union, and the Committee on Issues of Sexual Orientation and Gender Identity. Each “red” star on the map correlates to a building on USF Tampa’s campus that has at least one gender inclusive or single-occupancy restroom accessible during regular building hours.



I have been dreading the day I graduate because I know I’ll have to walk across the stage to a name that doesn’t represent who I am. Now I actually feel like I can be excited about my graduation knowing that people will be seeing me for who I am. I feel like at this lavender graduation I will be recognized for everything that I’ve done for my community on this campus.

- Student Participant



usf.edu/student-affairs/multicultural-affairs/about-oma/restrooms.aspx

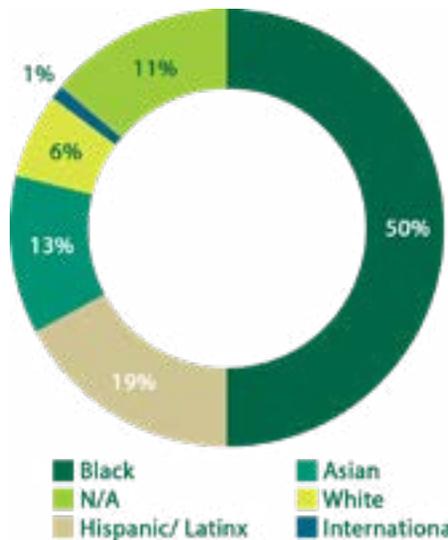
Intercultural Student Leadership Conference

The Intercultural Student Leadership Conference (ISLC) is designed to strengthen the engagement and retention of underrepresented students at the USF by providing inspiration, co-curricular connections, and academic resources to support their path to success.

The Intercultural Student Leadership Conference is a high-energy, full-day conference that helps harness and enhance the leadership ability of students.



2018 Participant Demographics



ISLC Graduation Rate

- 41% of participants are First Generation College Students
- 53% of participants are Transfer Students

ISLC Graduation Rate

- 6-Year graduation rates of ISLC FTIC Black students (73%) is greater than the campus average and the overall FTIC Black student average. (2017)
- 4-Year graduation rates of ISLC Black students (57%) is greater than the campus average and the overall FTIC Black student average. (2017)
- ISLC was awarded the 2017 - 2018 NASPA - FL Program of Distinction

MCC (Multicultural Community)

The MCC made up a total of 32 active organizations for the 2017-2018 school year. Multicultural Community Organizations are awarded points to recognize their exemplary programming and volunteer efforts related to multiculturalism. Points are a representation of each organization's commitment to fulfilling the vision and mission of the MCC.

The organization that accumulates the most points were eligible to win Multicultural Community Organization of the Year at the I Heart Diversity Awards Celebration hosted by the Office of Multicultural Affairs

The 2017-2018 Multicultural Community Organization of the Year winner was the Mexican American Student Association!



MLK Scholarship



Each year the Alumni Association presents two scholarships to students who embody the values of Dr. King at our annual MLK Jr. Dedication Luncheon



2017-2018 

***Audre Lorde Ally Luncheon Award Winners**

***Safe Zone Facilitator of the Year**
Shane Combs

***Outstanding Student Leader**
Tyler Hall

***Campus Partner of the Year**
Amy Chilcutt

***Ally of the Year**
Dr. Luz Randolph

OMA Trailblazer Award
Prin Ocea

Multicultural Community Student Organization of the Year
Mexican American Student Organization

Recognition of Service to the Office of Multicultural Affairs
Sonja Massa
Camila Ozores Silva
Neylis Sanchez
Prin Ocea

OMA Partner of the Year
Bill McCausland
Alumni Association

Innovative Program of the Year
Dream Week
Undocumented

Best Cross-Cultural Collaborative Program
Salsa Bhangra
Latin American Student Association

Multicultural Community Faculty Advisor of the Year
Olga Oleynik
Russian Club

Outstanding Multicultural Community Representative
Helen Mena
Russian Club

Rising Organization Award
Out in STEM

Thank you to our many campus partners who are dedicated to inclusive excellence and contributed their time or financial resources to support our programs and services.

- USF Alumni Association
- USF School of Interdisciplinary Global Studies
- USF College of Arts
- USF Foundation Diversity Initiatives & Scholarship Office
- Global Citizens Project
- Image Depot
- INTO-USF
- USF Health International
- Marshall Student Center
- Housing + Residential Education
- Women's & Gender Studies
- Black Leadership Network
- Campus Recreation
- Dr. Heidi Castañeda
- Center for Student Involvement
- Diversity, Inclusion, and Equal Opportunity (DIEO)
- Committee on Issues of Sexual Orientation and Sexual Identity (CISOGI)
- Status of Latinos Community (SOL)
- USF Counseling Center
- USF World
- Confucius Institute
- Graduate Studies
- Office of the Provost
- Student Affairs & Student Success
- Center for Leadership and Civic Engagement
- New Student Connections
- USF Foundation



Visibility

8000

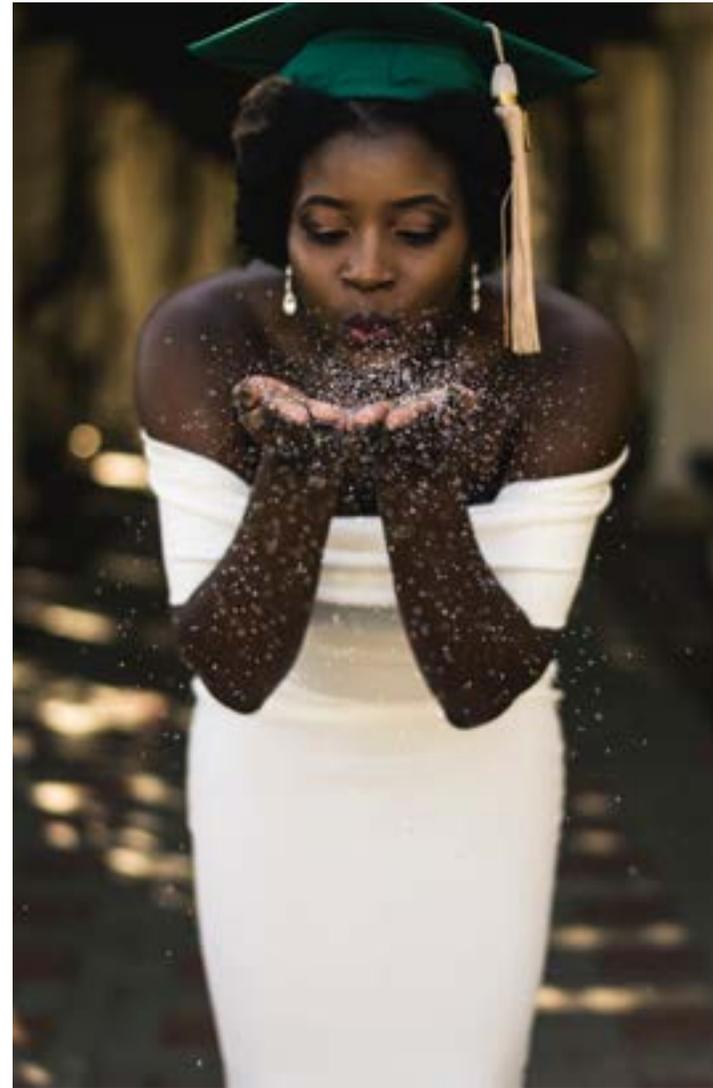
buttons distributed by OMA in 17- 18. Talk about visibility!

Show your value for diversity at USF. Stop by our office to pick-up a pronoun button or one of our many other inclusive excellence options.



Student Testimony

“ When I transferred to USF in 2015, my only goal was to go to class, go to work and go home. I didn't think it was necessary to involve myself in extracurricular activities of any sort. After my best friend introduced me to the Office of Multicultural Affairs and the different student organizations that utilize their resources to succeed, I began to surround myself with strong, intelligent and loving human beings. These were the people that pushed me to fight for change and representation on campus. And as they encouraged me to be the best human I could be, they also stressed the importance of passing down the mantle of student leadership and leaving a legacy so the next student after me could accomplish so much more than I did. ”



– **Udeme Ikaidi** (Inaugural Chair of COBOL, Past President of African Student Association, & Student Leader of the Mobilizing the Dream Initiative)

COBOL (Coalition of Black Organizational Leaders)



The Coalition of Black Organization Leaders was established on August 18, 2017. It was a student led recommendation from the Mobilizing the Dream Initiative with the purpose to unify the black student organizations and to collectively serve as a voice for the black student body at USF. Director Pippen worked collaboratively with the student leaders to develop the governing documents, serve as the inaugural to serve as a liaison with student leaders and senior leadership of the university. Leaders of COBOL worked collaboratively for visibility with the Office of the Provost, SG, and Student Affairs Administration & equity for black students to fund the NPHC Plaza, among other initiatives.

Stonewall Suites LLC

Coming Fall 2018

Housing & Residential Education, Women's and Gender Studies



The Office of Multicultural Affairs, along with Housing and Residential Education & Women's and Gender Studies designed and began the implementation of the Stonewall Suites Living Learning Community. The LLC provides a space where LGBTQ+ and ally students can find and create an environment & community of awareness, respect, and advocacy for all sexual orientations and gender identities. The LLC officially launches for students in Fall 2018.



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MSC 3300 & 3306