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I. Vision
The vision of the Office of Diversity & Inclusion is to create an environment of equity, diversity and social justice for all people.

Our vision focuses on achieving the highest standards of practice within our respective professional groups. We engage students in social justice initiatives, intercultural development, teach culturally relevant leadership skills and applied leadership to help students excel and succeed in life. We also embrace our own commitment to develop campus and community partnerships and support faculty, staff and community members’ personal, professional and intellectual growth by providing opportunities to develop cultural competency through our inclusive programs and initiatives.

II. Values
Engagement. We actively collaborate with faculty, students, staff, alumni and community partners who support advancement of equity, diversity and social justice initiatives.

Integrity. We adhere to the highest ethical standards and take responsibility for our ideas and actions.

Student centered – We place students at the heart of all we do.

Excellence/High Quality service – We provide high quality service and programs developed with creativity, innovation and a commitment to continuous improvement.

Inclusiveness – We respect and celebrate the diversity of individuals, perspectives, and ideas while promoting social justice.

Learning – We engage students in opportunities that promote and support their growth, development and well-being.

Collaboration – We foster partnerships and build community.

Sustainability – We contribute toward a sustainable future and model sustainable practices.

III. Mission
The Office of Diversity & Inclusion collaborates with faculty, students, staff, alumni and community partners to implement programs that support the University’s commitment to inclusivity, equity and social justice. In addition, the Office of Diversity & Inclusion staff develops and implements programs and services that affirm and support leadership, retention and graduation of African American, Asian/Pacific American, Latino/Chicano, International, Gay, Lesbian, Bisexual, and Transgender students.
**IV. Goals**

*Office of Cultural Diversity Goals Mapped to the UMD and Student Life Strategic Plans*

<table>
<thead>
<tr>
<th>Office of Diversity &amp; Inclusion Goal</th>
<th>Mapping to University Goals</th>
<th>Mapping to Student Life Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The Office of Diversity &amp; Inclusion will provide culturally relevant leadership skill development by creating opportunities that teach students to embrace and support inclusivity and respect for all people and perspectives.</td>
<td>Goals 1, 2</td>
<td>Goals 1, 2</td>
</tr>
<tr>
<td>2. The Office of Diversity &amp; Inclusion will offer support programs to increase students’ academic success as well as support their social and personal development.</td>
<td>Goals 1, 2, 3</td>
<td>Goals 1, 2, 3 &amp; 4</td>
</tr>
<tr>
<td>3. The Office of Diversity &amp; Inclusion will sponsor programs and trainings that create cultural competence learning opportunities for students, faculty, staff and community partners.</td>
<td>Goals 1, 2, 5</td>
<td>Goals 1, 2, 4</td>
</tr>
<tr>
<td>4. The Office of Diversity &amp; Inclusion will provide “best practice” programs and services that affirm and support the recruitment, retention and graduation of African American, Asian/Pacific American, Latino/Chicano, International, Gay, Lesbian, Bisexual, and Transgender students.</td>
<td>Goal 1, 2</td>
<td>Goals 1, 2, 3</td>
</tr>
<tr>
<td>5. The Office of Diversity &amp; Inclusion will manage resources in a sustainable and ethical manner.</td>
<td>Goal 6</td>
<td>Goal 5</td>
</tr>
<tr>
<td>6. The Office of Diversity &amp; Inclusion will provide professional development opportunities to its staff to foster a culture of continuous improvement.</td>
<td>Goal 6</td>
<td>Goal 6</td>
</tr>
</tbody>
</table>
VI. Assessment Plan

Student Learning Outcomes:

1. Evidence of OCD Student Learning Outcome #1 & #5: Administer retreat evaluation and compare with trend data from 2012, 2013, 2014 including student’s comments for continuous improvement. (Fall, 2015)

2. Evidence of OCD Student Learning Outcome #2 and #3: Provide documentation of events students planned throughout the academic year that are cross-cultural and include both campus and community partners, and at least one other student organization in the Multicultural Center other than their own. (Spring, 2016)

3. Evidence of OCD Student Learning Outcome #6 and #7: MC students will collaborate on 2 or more events that raise awareness and engages others in a local, national, or global social justice causes/problems. (Spring, 2016)

Program Outcomes

Evidence of OCD Program Outcome #2: The Office of Cultural Diversity & Inclusion will document all trainings, presentations, & speaking engagements and programs designed to increase cultural competence and build internal capacity to improve the campus climate for equity, diversity and social justice for all people. (Spring, 2015)

Evidence of OCD Program Outcome #3: The Office of Diversity & Inclusion will document student involvement and satisfaction with our programs designed to increase student’s academic success, social and personal development. (Spring, 2015)
Executive Summary

Office of Diversity & Inclusion

- This year 40 students serve as mentors to 38 international undergraduate and graduate students.

- The Cultural Outreach & Retention Efforts (CORE) Mentoring program had a total of 74 students participants. Forty six mentors and twenty eight mentees.

- International Student Services Mentoring program had a total of 78 student participants. Forty mentors and thirty eight mentees.

- Hosted 200 cultural events and more than 13,641 than people participated.


- This academic year eighteen students were tutors to twenty six students.

- The International Student Services conducted a wellness survey of international students A total of 89 students participated in this study. This was in collaboration with Dr. Okoro from the Pharmacy School, Anna Gilmore from International Student Services and Jean Baribeau-Thonnes from Counseling Services.

- In the academic year of 2015-2016 the Ambassadors Program had approximately 53 college students who participated in this program and assisted with approximately 32 campus visits. This program reached about 1287 prospective students, with 780 from Office of Diversity & Inclusion organized visits and 507 from Admissions and other department visits.

- The UMD North Star STEM Alliance Program had 48 students who participated in the program. Ten students attended national conferences. Eight students participated in research and educational activities across the country.

- This year the Speakers Bureau Program had 47 student volunteers who participated in 43 student panels (11 SOC panels, 23 GLBT panels, 9 combine panels). The student panels reach out to more than 1766 students at UMD.

- The Office of Cultural Diversity staff provided training to 51 groups and classes.

- Co-sponsored the Annual Summit on Equity, Diversity and Multiculturalism. More than 600 people participated and more than 26 workshops were presented. This year keynote speaker was Rosa Clemente.

- The Office of Diversity & Inclusion (ODI) had 247 students who participated in the annual assessment of services and programs compared to the 96 respondents in 2014.
Goals 2015-2016

Office of Diversity & Inclusion

The Office of Diversity & Inclusion will provide culturally relevant leadership skill development by creating opportunities that teach students to embrace and support inclusivity and respect for all people and perspectives.

QASU Board Retreat, Wolf Ridge, Finland, MN, July, 2015

Women’s Resource and Action Center Interns Retreat, UMD, Duluth, August, 2015

Multicultural Center Student Leadership Retreat, One Heartland, located in Willow River, MN (66 student leaders, 6 staff, 6 student interns) September 19-20, 2015.

Latino/Chicano Student Association Board Retreat, Ely MN, August 2015

Asian Pacific American Association Board, Minneapolis, MN, June 2015

Hmong Living in Unity and Balance, Minneapolis, MN, August 2015

Black Student Association Board Retreat, Minneapolis, MN August 2015

International Club Leaders Retreat, UMD September 2015

Oromo Student Association, UMD, September 2015

National Society of Black Engineers Board Retreat, UMD September 2015

The Office of Diversity & Inclusion will offer support programs to increase students’ academic success as well as support their social and personal development.

Office of Diversity & Inclusion Student Interns. Each year five to eight students are hired to work at the student interns. The staff train these students, so they can serve as mentors and advisors to other students. They also help the staff with special projects and programming.

Office of Diversity & Inclusion Peer Tutoring Program. This academic year we had 18 students tutors for and 26 students received tutoring. Please see Appendix, Item 1 for Office of Diversity & Inclusion Peer Tutoring Program final report.
Office of Diversity & Inclusion Peer Mentoring Program. The Cultural Outreach & Retention Effort (CORE) pairs incoming students with sophomores, juniors, and seniors. The program’s main purpose is to retain students of color at the University of Minnesota Duluth (UMD). To achieve these results, the program focuses on pairing incoming students with others who share similar interests and goals. CORE is designed to assist students of color with developing a strong association with the campus community. This effort exists to ensure that students feel connected and at home here at UMD. This academic year we had 46 student mentors and 28 student mentees. Please see Appendix, Item 2 for the The Cultural Outreach & Retention Effort (CORE) final report.

The International Student Services Mentor Program was created and designed to help new international students better transition and acclimate to the U.S., UMD and Duluth communities. The program pairs new incoming international students with current UMD students, both domestic and international. This academic year we had 40 student mentors and 38 student mentees. Please see Appendix, Item 3 for the The International Student Services Mentor Program final report.

Office of Diversity & Inclusion Student Ambassadors Program. This program allows college students involved in the Multicultural Center to participate in high schools visits by having lunch with the high school students, doing student panels, and giving tours of the UMD campus. In the academic year of 2015-2016 we had 53 students who participated in this program and helped with 32 campus visits. Please see Appendix, Item 4 for Student Mentors Reports.

Office of Diversity & Inclusion Speakers Bureau Program. This program allows college students who are Gay Lesbian Bisexual Transgender and Allies, and Students of Color to participate in classroom panels hosted by staff/faculty in the classrooms in a variety of disciplines. In the academic year of 2015-2016, there were 47 student volunteers who participated in the Speaker’s Bureau program. During the academic year there were 11 SOC panels and 23 GLBT panels, 9 Combination panels totaling 43 student panels that were conducted. There were 1758 students that attended these panels, including 951 who attended the GLBT panels and 621 who attended the SOC panels. Please see Appendix Item 5 for GLBT and Students of Color Student Panels final report.

UMD North Star STEM Alliance Study Sessions and Tutoring Program. Peer Mentor/Study sessions were provided to students Monday to Thursday 6 pm to 10 pm in a designated classroom in the UMD Library. Six upper class students served as mentors and study session leaders. 20-30 students participated in the weekly peer tutoring sessions. Please Appendix Item 6 for UMD North Star STEM Alliance final report.

Note Taking and Test Taking Accommodations for International Students. This year 70 international students successfully requested test taking accommodations in partnership with Disability Resources. Eligible students included those for whom this was their first semester in the U.S. or who were currently enrolled in Academic English Language Program classes during
their second semester. Many students also participated in the note taking accommodations. These programs are very important in helping new international students adjust to life at UMD and be successful.

UMD Seminar Classes - SSP 1000. This year one staff members from the Office of Diversity & Inclusion taught special sections of UMD Seminar for new underrepresented students at UMD. This included one class for international students and one class for students of color.

The Office of Diversity & Inclusion will sponsor programs and trainings that create cultural competence learning opportunities for students, faculty, staff and community partners.

Presentations, Workshops and Trainings. The Office of Diversity & Inclusion staff provided trainings and presentations to numerous community groups and within UMD and other state agencies. In the last year, we provided ~51 training to 2060 participants. Please see Appendix Item 6 for a complete list of presentations, workshops and trainings.

Multicultural Center Cultural Events. Every academic year the Office of Diversity & Inclusion staff collaborates with the nine student organizations located in the Multicultural Center to provide the campus and the larger community with quality cultural programs. Please see Appendix Item 7 for a copy of Fall and Spring Multicultural Calendar of Events.

- Soul food Dinner
- Annual Fiesta
- Asian Cultural Show
- Drag Show
- Hmong Heritage Celebration
- International Feast of Nations
- Domestic Abuse Awareness Month
- Women’s History Month
- African Night
- Sexual Assault Awareness Month
- Kwanzaa
- Oromo Cultural Night
- Sabor Latino
- Annual Summit on Equity Diversity and Multiculturalism
The Office of Diversity & Inclusion will provide “best practice” programs and services that affirm and support the recruitment, retention and graduation of African American, Asian/Pacific American, Latino/Chicano, International, Gay, Lesbian, Bisexual, and Transgender students.

**Presentations, Workshops and Trainings**, The Office of Diversity & Inclusion staff provided trainings and presentations to numerous community groups and within UMD and other state agencies. In the last year, we provided 100 hours of training to 80 groups and classes. Please see Appendix Item 4 for a complete list of presentations, workshops and trainings.

**Recruitment Activities**, This academic year our office collaborated with Admissions in hosting several campus visits (Upward Bound Programs, Admission Possible, Pace Program, Andover High School, High school for the Performing Arts, Century College Trio Program, Pride festivals YWCA Girl Power, PASS Program and Parents Program with ISD #709, Please see Appendix, Item 5 for a summary of all recruitment activities.

**Office of Diversity & Inclusion Student Ambassadors Program** This program allows college students involved in the Multicultural Center to participate in high schools visits by having lunch with the high school students, doing student panels, and giving tours of the UMD campus. In the academic year of 2013-2014 we had 50 students who participated in this program and helped with 28 campus visits. Please see Appendix, Item 3 for Student Mentors Reports.

**UMD North Star STEM Alliance Program** The North Star STEM Alliance is a partnership of 14 Minnesota colleges and universities and three community organizations committed to supporting underrepresented minority students earning bachelor’s degrees in STEM – science, technology, engineering, and mathematics. The primary goal of the Alliance is to double the number of underrepresented minority students receiving STEM bachelor’s degrees. This academic year 40 students participated in the program. Please Appendix Item 5 for UMD North Star STEM Alliance final report.

**Math Prep STEM Careers Summer Program** Twenty-four students participated in a week long program where students take an online math course, a mini biology and chemistry prep courses, attend orientation and meet with academic advisers.

**Retention Activities:** The Office of Diversity & Inclusion introduces students to their community through social activities to create a sense of belonging. Some of the social activities students engaged during the academic year 2015-2016:
Duluth-Superior GLBTQAI Pride Festival and Parade (QASU)
Office of Diversity & Inclusion Block Party (All MC Student Groups)
Tour of Duluth and Barbeque (ISS)
Multicultural Center Student Leaders Retreat (QASU, APAA, LCSA, IC, HLUB, OSA)
Bonfire Social (APAA)
Welcome Social (OSA)
Gooseberry Falls (MC Groups)
Student Activities Fair (QASU, BSA, APAA, LCSA, IC)
Camping (APAA)
Mentor Program Kick-Off (CORE)
ISS Mentor/Mentee Appreciation Celebration (ISS)
Maple Syrup Farm Tour (International Club)
Hate Crimes Vigil (GLBT/QASU)
Adventure Zone (QASU +MC groups)
MC Halloween Party
Night of the Dead- Latin Dance Party (LSCA)
Minnesota Out College Conference Attendance (QASU)
Fall & Spring Drag Show (QASU)
Trans* Day of Remembrance (QASU)
APAA Culture Show (APAA)
World AIDS Day/Free Condoms, info (QASU)
Twin Ports Hmong New Year
Appreciation Lunch for Student Ambassadors/Speakers Bureau
Snow Tubing & Skiing at Spirit Mountain (ISS)
Ice Skating at UMD (ISS)
Health Services Winter Outing (ISS)
Midwest Bi Lesbian Gay Trans Ally College Conference (QASU)
Valentine’s Dance (APAA)
27th Annual Fiesta (LCSA)
Ebony Night (BSA)
Feast of Nations (IC)

The Office of Diversity & Inclusion will provide professional development opportunities to its staff to foster a culture of continuous improvement.

Jordon Moses
❖ Commission on Equity, Race, & Ethnicity
❖ Clery Act Training
❖ Intercultural Leadership Development Cohort, Spring 2016
❖ National Conference on Race & Ethnicity in Higher Education (NCORE)
❖ UMD Annual Summit on Equity Diversity and Multiculturalism
Mailee Vue
- UMD Commission on Equity, Race, & Ethnicity
- Clery Act training
- National Conference on Race & Ethnicity in Higher Education (NCORE)
- UMD Campus Climate Change Team
- UMD Annual Summit on Equity Diversity and Multiculturalism

Vicky Rindal
- Clery Act Training
- UMD Sexual Assault Prevention, Awareness and Reporting Training

Anna Gilmore
- Clery Act Training
- Minnesota International Educators Meeting
- NAFSA (National Association of International Educators) Conference, Colorado
- UMD Annual Summit on Equity Diversity and Multiculturalism
- UMD Sexual Assault Prevention, Awareness and Reporting Training
- J-1 scholar training
- SEVP and SEVIS Webinars
- Webinar: International Students 2016: Transition, Persistence, and Graduation
- Webinar: Successful Career Planning for International Students
- UMD Sexual Assault Prevention, Awareness and Reporting Training

Zachary Vavra
- UMD Sexual Assault Prevention, Awareness and Reporting Training
- Clery Act Training
- SEVIS and F1 trainings
- NAFSA (National Association of International Educators) Conference, Colorado

Kamila Xiong
- UMD Commission on Equity, Race, & Ethnicity
- Clery Act Training
- Minnesota International Educators Meeting
- Intercultural Leadership Development Cohort, Spring 2016
- UMD Annual Summit on Equity Diversity and Multiculturalism
- UMD Sexual Assault Prevention, Awareness and Reporting Training

Susana Pelayo-Woodward
- National Association of Diversity Officers in Higher Education (NADOHE)
❖ Clery Act Training
❖ National Conference on Race & Ethnicity in Higher Education (NCORE)
❖ UMD Annual Summit on Equity Diversity and Multiculturalism
❖ UMD Commission on Equity, Race & Ethnicity
❖ UMD Commission on Women
❖ UMD Campus Climate Leadership Team
❖ UMD Campus Climate Change Team
❖ Keeping our Faculties of Color and American Indian Faculties in Higher Education
APPENDIX

Item 1
Annual Report
Office of Diversity & Inclusion Peer Tutoring Program
By Alberta Nkrumah
Student Intern, Office of Diversity & Inclusion
October 11, 2016

Mission
The Office of Diversity & Inclusion Peer Tutor Program provides academic support to undergraduate students of color, underrepresented and underserved student populations by arranging one-on-one tutoring in specific subjects with tutors who demonstrate knowledge or experience of working with diverse student populations

Goals
● Address tutor needs specific to underrepresented populations
● Assist students in becoming independent learners
● Identifying the student’s area(s) of concern
● Expose students to effective study skill techniques (e.g. note taking, study strategies, test preparation)
● Assist students in reaching a higher level of competence in a particular subject.
● Assist students in becoming active in the learning process
● Aid in the development of a positive approach towards learning
● Provide a supportive and encouraging environment where learning takes place at the student’s pace

2015-2016 Summary
The Office of Diversity and Inclusion Peer Tutoring Program like the previous school year started off with a limited number of tutors. As performed in previous year, advertisement and recruitment were needed to boost, energize and encourage students to apply to be tutors since there was a good number of students that needed tutoring help. Eva Gallegos-Perez was assigned to be the intern to assist on the Tutoring Program alongside Susana Pelayo-Woodward.

Eva Gallegos-Perez assisted with the recruitment of tutors and helped provide valuable follow-up with both tutors and tutees. A Google form was used to get feedback and updates from both tutors and tutees. Limited feedback was received, but the use of Google forms was very useful and provided a much faster way and localized way to communicate and share results between the intern and the tutor program coordinator and so was regular email.

29    # of student tutors
32    # of students requesting tutors
This contract is designed to maximize the effectiveness of tutoring by having both the tutor and the student discuss goals and expectations of the tutoring relationship. Discuss the document in its entirety before tutoring occurs. A clear understanding of each party’s responsibilities becomes the first step toward a successful tutoring experience. Should either party be unwilling or unable to meet the responsibilities outlined below, they should contact Susana Pelayo-Woodward (swoodwar@d.umn.edu, 218-726-8444) in the Office of Diversity & Inclusion as soon as possible.

Goals of Tutoring

- Assist students in becoming independent learners
- Identifying the students’ area(s) of concern
- Expose students to effective study skill techniques (e.g. note taking, study strategies, test preparation)
- Assist students in reaching a higher level of competence in a particular subject.
- Assist students in becoming active in the learning process
- Aid in the development of a positive approach towards learning
- Provide a supportive and encouraging environment where learning takes place at the students’ pace

Goals of Tutoring are achieved by:

- Engaging students in a discussion about what they know about a subject
- Helping students determine what they don’t know
- Allowing students to find the answer among their academic materials (textbook, notes, etc.)
  - Asking the student questions to help process information and transfer knowledge into long term memory
- Asking the student questions to help process information and transfer knowledge into long term memory
- Creating opportunities for student to practice what they are learning by providing mini quizzes, practice problems, or homework assignments
- Reviewing notes, homework assignments, projects, quizzes, and/or test to identify strengths and weaknesses
Attendance Policy

Students and Tutors

Unless there is an emergency, contact your tutor/student no less than 6 hours in advance if you are unable to attend a scheduled tutoring session. Tutors/students who miss a scheduled session without properly notifying their tutor or the office will be marked as a "no show."

- 3 No Shows: if the student does not show up to 3 tutoring sessions without proper notification, then tutoring services will be stopped. If the tutor fails to do so then their position will be terminated.

Academic Honesty

- Academic dishonesty will not be tolerated. Tutors must document their hours honestly. Failure to do so will result in termination of tutoring position.

Students Responsibilities

- Check your voicemail and email regularly for messages from your tutor
- Attend class on a consistent basis
- Attend all scheduled tutoring sessions
- Bring all materials to each session (textbook, syllabus, notes, homework, pen/pencil, calculator, etc.)
- Do not bring friends to sessions
- Prepare for each session by reviewing what needs to be covered and bring an agenda with a list of questions or needs to share with the tutor
- Participate actively in all aspects of the tutoring session (asking questions, completing practice problems, etc.)
- Know your tutor’s name and contact information
- Contact the tutor via phone and email more than six (6) hours in advance to cancel/reschedule

Tutor’s Responsibilities

- Review material to be covered prior to tutoring session(s)
- Attend all scheduled tutoring sessions and arrive on time or early
- Assist students in identifying problem areas through question and answer
- Use examples to demonstrate concepts and theories providing opportunity for practice
- Incorporate academic skills when possible
- Assist with practice problems, but “do” homework for students
- Make appropriate referrals to skills assessment or other offices
- Know student’s name and contact information; contact the student via phone and email at least six (6) hours in advance if you have scheduling conflicts
- Confirm the next scheduled session prior to the end of the current session
- Wait fifteen (15) minutes before marking a student as a "no show;” email them after the first five (5) minutes and call after the first ten (10) minutes after the appointment time
Tutor Evaluations

I certify that my student tutee and I have read and discussed the information contained in this contract. I agree to work cooperatively with this student to assist her/him in achieving academic success, and to fulfill my responsibilities as a tutor.

Tutor Name (Please print): ___________________________________________
Tutor Signature: ___________________________ Date: ________________
Tutor Cell Phone Number: _______________________________________
Student E-mail Address: _______________________________________

I certify that my tutor and I have read and discussed the information contained in this contract. I agree to work cooperatively with this tutor to achieve academic success, and to fulfill my responsibilities as a student tutee. I understand that tutoring may be suspended or discontinued if it is determined that I am not making an effort to benefit from such services.

Student Name (Please print): ________________________________
Student Signature: ________________________________ Date: ________________
Student Cell Phone Number: ________________________________
Student E-mail Address: ________________________________
TUTOR APPLICATION

All tutor candidates will be interviewed by representative in the Office of Diversity & Inclusion.

Personal Information (please print)

Name: _____________________________ Email: _____________________________

G.P.A.: _________ Student ID: _______________ Fresh. ____ Soph. ____ Jr. ____ Sr. ____

Current Address: ______________________________ Phone: _____________________________

City: ______________________ State: ________________ Zip Code: _____________

Major/Minor: _________________________ Anticipated graduation date: ____________

Tutoring Information

Please list the subjects you can tutor:

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Title</th>
<th>Grade</th>
<th>Instructor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Experience in working with underrepresented students:

Have you had tutor training? Yes ____ Where? _________________________ No _____

Do you have tutoring experience? Yes ____ No _____

If you have tutoring experience, please describe:

Reference Information:

2 Reference (at UMD or within Duluth/Superior area):

Name: _____________________________ Name: _____________________________

Time/Place of Employment: Time/Place of Employment:

_________________________________ _____________________________

Phone #:__________________________ Phone #:__________________________

*** This position will require working with people. Please write a brief paragraph on your work experience involving interpersonal skills. (Please use back of this application)***
**TUTORING REQUEST FORM**  
Office of Diversity & Inclusion

NAME: _____________________________ DATE: __________/_________/_________

PRONOUNS: _________________________ EMAIL: ____________________________

SEMESTER:___________________ STUDENT ID: _______________________

FRESH. ____ SOPH. ____ JR. ____ SR. ____ PHONE: __________________________

ADDRESS: ___________________________ CITY/STATE: _______________________

ZIP CODE:____________________

Course(s) you are requesting tutor:

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Instructor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If possible describe the specific area(s) in which you are having difficulties:
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

Is there a tutor for this subject in the Tutoring Center?  Yes____ No ____ Don’t Know____

Have you attempted to receive tutoring services through the Tutoring Center? Yes____ No ____

If the service was unsatisfactory, please describe the problem you had.
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
APPENDIX

Item 2
The Cultural Outreach & Retention Effort (CORE) pairs incoming students with sophomores, juniors, and seniors. The program’s main purpose is to retain students of color at the University of Minnesota Duluth (UMD). To achieve these results, the program focuses on pairing incoming students with others who share similar interests and goals. CORE is designed to assist students of color with developing a strong association with the campus community. This effort exists to ensure that students feel connected and at home here at UMD.

Incoming students are able to meet with a number of mentors prior to being paired through CORE. This allows for students to make various connections as well as provide autonomy to each program participant. Throughout the year students participate in program events which include both on & off campus functions. CORE hosts multiple mixers as well as community based events. The Multicultural Center hosts various shows throughout the year and our program participants get access to many of these.

Mentoring is an important part of our retention efforts here at UMD and it takes various qualities and strengths to have a positive impact on incoming students. CORE looks for students who are engaging, inquisitive, compassionate, and dedicated. The program also has some basic requirements for all of our mentors:

- 710 hours per semester
- At or above the minimum required GPA
- Abide by any and all University policies
- Active participation in each program event
- Regular contact with your mentee

Students can sign up by filling out an online form or visiting Jordon Moses (Program Coordinator) in KSC 256. Jordon can also be reached by phone at 2187266187 or email moses078@d.umn.edu.
Participation

- 74 Participants total
  - 46 Mentors & 28 Mentees:
    - 38 African/Black American
    - 21 Asian American
    - 9 Hispanic/Latino American
    - 5 Multiracial
    - 1 Native American
  - 17 students in CEHSP
  - 19 students in CLA
  - 12 students in LSBE
  - 25 students in SCSE
  - 1 student in SFA

Calendar of Events

<table>
<thead>
<tr>
<th>Event</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kick-Off Event</td>
<td>80</td>
</tr>
<tr>
<td>Mentor/Mentee Meeting (x4)</td>
<td>74</td>
</tr>
<tr>
<td>Fall Mixer</td>
<td>26</td>
</tr>
<tr>
<td>Culture Show</td>
<td>8</td>
</tr>
<tr>
<td>Kwanzaa</td>
<td>10</td>
</tr>
<tr>
<td>Feast of Nations</td>
<td>26</td>
</tr>
<tr>
<td>Ebony</td>
<td>8</td>
</tr>
<tr>
<td>“Welcome back” Lunch-In</td>
<td>25</td>
</tr>
<tr>
<td>Spring Mixer</td>
<td>32</td>
</tr>
<tr>
<td>Fiesta</td>
<td>10</td>
</tr>
<tr>
<td>Reception Dinner</td>
<td>20</td>
</tr>
<tr>
<td><strong>Total (w/duplicates):</strong></td>
<td><strong>319</strong></td>
</tr>
</tbody>
</table>
This year CORE came in under budget. This was due to the smaller number of first year students participating in the program. The excess funds were used to engage existing participants by expanding the number of event attendees at each Multicultural Center event. For the next academic year, 2016-2017, we will be expanding the original budget due to the rise in potential participants. We will be giving out gift cards to additional mentor pairs and having more attendees at events in which food is provided. The majority of our program funds will come from the Minority Retention Fund. CORE is a program that focuses on the retention of students, especially in their first year.

Accomplishments
The following are accomplishments of the CORE program for the 2015-2016 academic year:

- Implemented an end of the year assessment
- Developed a mentoring program manual
- Created a moodle training for incoming mentors
- Involved more multicultural center events for the participants
- Increased CORE’s budget
- Partnered with International Student Services mentoring program for 2016-2017

Evaluation Results

- 90% of all participants agreed that the program coordinator and intern were accessible and easy to talk to
- 88% of all participants said that they enjoyed being in the CORE program
- 70% of mentees agreed that joining this program helped them understand the UMD community
- 67% of mentees agreed that having a mentor helped them do better in school work
- 75% of mentors would be interested in becoming a mentor again for the upcoming year.

*Based on 34 total survey responses.

Comments from participants

Things to improve upon (student responses):

- I would have liked more things to discuss about with my mentor
- More networking days with other mentors and mentees to create stronger connections with the campus. Requiring something like a double-date with other mentor/mentee groups would be something cool
- Probably have more connections with other mentors/mentees
  - have a day for mentors and mentees only. For mentors it’ll be easier to know who is a part of the program and mentors could possibly come up with ideas that they can hangout with each other with their mentees if their mentee doesn’t feel like doing much or is difficult for the mentor to motivate them. For mentees, it will be a nice way to interact with other mentees and to explain why they joined the program and what to expect from the mentor.
- I think having 2-3 initial “get to know one another” events/activities would have helped break the ice more.
- Possible have events off campus or attend events outside of the MC
• just being more clear about what mentors are supposed to do and providing references and resources outside of regular office hours
• Provide more mentor training

Highlights (student responses):
• The mission of the program is excellent, I hope it continues!
• The small gifts
• We really did become great friends and established a bond. I know we’re going to continue to stay in touch
• You become very connected with the other mentees and mentors. It’s almost like we are a family. If there are questions, you need asked or things you need to talk about, the mentors and supervisors are always there to give you the best guidance possible
• Established a great friendship with my mentee
• What I liked the best was the feeling of family when I got together with everything
• The connection you make with everyone! You never feel out of place with the CORE group
• Getting to go to the MC events together
• It was good to expand my social network and cultural differences
• Right away when I joined, I instantly felt welcome. I love the amount of events the programs hold. There’s not too many so nothing is overwhelming, but there’s just enough that we all get closer with one another.
• My experience as a participant in the program was excellent! I loved getting to become close with not only my mentor, but with other mentors and mentees. That is a reason why I myself would love to become a mentor next year
APPENDIX

Item 3
2016 ISS Mentor Program Report

What is the ISS Mentor Program?
The International Student Services Mentor Program was created and designed to help new international students better transition and acclimate to the U.S., UMD and Duluth communities. The program pairs new incoming international students with current UMD students, both domestic and international. First, the mentors and mentees get matched, receive each other’s contacts, and they communicate via email before the mentees arrive to Duluth/UMD. It gives the mentees a chance to know someone and ask their questions before they officially arrive. Every new international student is paired up with one current UMD student.

How it works: UMD ISS reaches out to current UMD students through word of mouth, student organizations, classroom announcements, and campus advertisements to recruit the mentors. We find UMD students who are willing to be mentors and pair them up with the incoming students. The mentees are informed about the program and have the option to either opt-in to the program or not.

How many students participate in the program?
During the previous school year, Fall 2015 and Spring 2016, we had a total of thirty-eight pairs (Mentor & Mentee).

<table>
<thead>
<tr>
<th>Fall 2015:</th>
<th>Spring 2016</th>
<th>Fall 2015 + Spring 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentors = 34</td>
<td>Mentors = 6</td>
<td>Mentors = 40</td>
</tr>
<tr>
<td>Mentees = 33 (68 U and 23G)</td>
<td>Mentees = 5</td>
<td>Mentees = 38</td>
</tr>
<tr>
<td>Pairs = 33</td>
<td>Pairs = 5</td>
<td>Pairs = 38</td>
</tr>
</tbody>
</table>

Activities/events with the Mentor Program
In the Fall 2016, we held a Mentor Appreciation dinner to thank the Mentors. At the dinner, the mentors and mentees got a chance to meet up, hang out, and get to know other students, eat, and have fun.

Does the Mentor Program help?
The Mentor Program does help new students when it comes to getting to know UMD and answering questions. The most exciting and valuable part of the Mentor Program is the connection that happens before the students officially arrive to Duluth. The connection helps with meeting new people and learning all kinds of new things along the way, every day.

Being a mentor can have benefits as well. Some benefits include, getting the chance to meet new people, learning about different cultures, and building their leadership skills.
APPENDIX

Item 4
University of Minnesota Duluth  
Office of Diversity & Inclusion  
Recruitment Activities and Student Ambassadors Program  
Final Report 2015 - 2016

Introduction
The Office of Diversity and Inclusion (ODI) recruitment for the academic year 2015-2016 was a combination of High School, Post-Secondary Programs, Community Colleges, community centers and UMD Campus visits. The Student Ambassadors Program allowed college students to interact with high school students during campus visits. This report includes a list of the campus visits hosted by ODI in the academic semester of fall 2015 and spring 2016, ODI visits to high schools and other events, typical Campus Visit format, Campus Visit Form, an example Agenda, Student Ambassadors Program information, summaries of the Student Ambassadors Program in fall 2015 and spring 2016, Student Ambassadors volunteer surveys, and a summary of prospective students surveys.

UMD OFFICE OF DIVERSITY & INCLUSION CAMPUS VISITS 2015 - 2016

<table>
<thead>
<tr>
<th>Date</th>
<th>Group Name</th>
<th># of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 21, 2015</td>
<td>TRIO Century-College</td>
<td>*30</td>
</tr>
<tr>
<td>October 16, 2015</td>
<td>Project Success</td>
<td>40</td>
</tr>
<tr>
<td>October 16, 2015</td>
<td>Upward Bound - River Falls</td>
<td>*20</td>
</tr>
<tr>
<td>October 20, 2015</td>
<td>Future Teachers Club</td>
<td>*70</td>
</tr>
<tr>
<td>October 20, 2015</td>
<td>Minnesota Historical Society - Washington Tech Magnet School &amp; St. Paul Public Schools</td>
<td>45</td>
</tr>
<tr>
<td>November 2, 2015</td>
<td>Minnesota Historical Society - DeLaSalle High School</td>
<td>24</td>
</tr>
<tr>
<td>November 7, 2015</td>
<td>Cristo Rey Jesuit High School</td>
<td>20</td>
</tr>
<tr>
<td>November 9, 2015</td>
<td>Minnesota Historical Society - Brooklyn Center Secondary School</td>
<td>48</td>
</tr>
<tr>
<td>November 11, 2015</td>
<td>Cristo Rey Jesuit High School</td>
<td>*40</td>
</tr>
<tr>
<td>Date</td>
<td>Event Description</td>
<td>Location</td>
</tr>
<tr>
<td>---------------</td>
<td>--------------------------------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>November 21, 2015</td>
<td>Andover and Blaine High School, Anoka Hennepin School District</td>
<td>Hennepin School District</td>
</tr>
<tr>
<td>February 15, 2016</td>
<td>Upward Bound Vision Quest</td>
<td></td>
</tr>
<tr>
<td>February 17, 2016</td>
<td>Asian Club - Park Center High School</td>
<td></td>
</tr>
<tr>
<td>March 1, 2016</td>
<td>AVID - Olson Middle School</td>
<td></td>
</tr>
<tr>
<td>March 15, 2016</td>
<td>AVID - St. Paul Public Schools</td>
<td></td>
</tr>
<tr>
<td>March 21, 2016</td>
<td>TRIO ETS - Normandale College</td>
<td></td>
</tr>
<tr>
<td>March 22, 2016</td>
<td>AVID - Park High School</td>
<td></td>
</tr>
<tr>
<td>March 23, 2016</td>
<td>Minnesota Historical Society - Brooklyn Center Schools</td>
<td></td>
</tr>
<tr>
<td>March 24, 2016</td>
<td>White Bear Lake YMCA Multicultural Achiever</td>
<td></td>
</tr>
<tr>
<td>March 24, 2016</td>
<td>Hennepin Tech - Young Women’s Group</td>
<td></td>
</tr>
<tr>
<td>March 28, 2016</td>
<td>TRIO ETS - Normandale College</td>
<td></td>
</tr>
<tr>
<td>March 30, 2016</td>
<td>Minnesota Historical Society - White Bear Lake District Middle Schools</td>
<td></td>
</tr>
<tr>
<td>April 1, 2016</td>
<td>Neighborhood Youth Center</td>
<td></td>
</tr>
<tr>
<td>April 2, 2016</td>
<td>College Possible</td>
<td></td>
</tr>
<tr>
<td>April 8, 2016</td>
<td>Robbinsdale High School</td>
<td></td>
</tr>
<tr>
<td>April 14, 2016</td>
<td>Minnesota Historical Society - Fridley Middle School</td>
<td></td>
</tr>
<tr>
<td>April 21, 2016</td>
<td>Minnesota Historical Society - Murray Middle School</td>
<td></td>
</tr>
<tr>
<td>May 3, 2016</td>
<td>Minnesota Historical Society - Anwatin Middle School</td>
<td></td>
</tr>
<tr>
<td>May 9, 2016</td>
<td>Minnesota Historical Society - North High School</td>
<td></td>
</tr>
</tbody>
</table>
May 20, 2016 | Hmong College Prep Academy | **42**
---|---|---
June 6, 2016 | NJROTC Washington Tech Magnet School | 50
June 13, 2016 | Lake Valley Camp | 6
July 7, 2016 | Wolf Ridge SEAK Program | 30*

*Admissions coordinated the campus visit. ODI presented on programs and services in the office and/or provided a student of color student panel for the visit.

**School of Fine Arts planned the campus visit and asked ODI to share information about the services and programs in the office.

Estimated total number of students visited: 780 (ODI) + 507 (Admissions + Others) = 1287 total

**OFFICE OF DIVERSITY & INCLUSION OFF CAMPUS PRESENTATIONS & EVENTS 2015-2016.**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 21, 2015</td>
<td>National College Fair</td>
</tr>
<tr>
<td>October 22, 2015</td>
<td>National College Fair</td>
</tr>
<tr>
<td>December 5, 2015</td>
<td>Twin Ports Hmong New Year</td>
</tr>
<tr>
<td>January 30, 2016</td>
<td>Park Center High School Asian New Year</td>
</tr>
</tbody>
</table>

**CAMPUS VISIT FORMAT**

*Admissions Presentation*

Students are informed about services and programs at the UMD campus, applications deadline, statistics and how they as students can take advantage of their college career. Students learn about their choices and about what makes an institution the “right fit”.
Lunch
The Office of Diversity & Inclusion (ODI) provided lunch for many of the groups that were hosted. Lunch gives an opportunity for the prospective students to experience the great food choices we have at UMD and also to meet and have an informal conversation with the volunteers about college and UMD specifically.

Student Panel and Tour
The Office of Diversity & Inclusion Student Ambassador program provides an honest, interpersonal perspective of life at UMD, real life encounters of volunteers personal experiences and tours of selected areas based on the visitors interest.

Special Activities
Throughout the year, the Student Ambassador Program is enhanced with good extracurricular activities for the groups that visit. For example, depending on when a group visits, the students from the group are able to attend our major cultural shows like Taste of UMD, Fiesta, Soul Food Dinner or Salsa Night. These shows consist of dance, poetry, singing, and other performances. Groups that are able to witness these special shows tend to be more interested in UMD and what it can offer them.

SAMPLE AGENDA OF CAMPUS VISIT

Welcome to UMD!!!
Agenda

9:15am - 9:30am Arrive and Check-In

9:30am - 10:00am Welcome
Admissions Presentation

10:00am - 10:30am Office of Diversity & Inclusion
Student Panel - Current Students

10:30am - 11:15am Campus Tour

11:20am - 12:10pm Lunch - Dining Center

12:15pm - 12:30pm Questions/Evaluations
Questions Students might ask:
1. What type of student support is available?
2. Tell me about the diversity here at UMD?
3. Where are the possible places to work on or off campus?
4. Do you have any advice for me as a highschool student preparing to attend college?

OFFICE OF DIVERSITY & INCLUSION CAMPUS VISIT FORM

Group Name:
Address:
Represented High School(s):

Contact Person(s):
Phone:
Email:

Anticipated Visit Date:
Number of Students:
Students’ Year in School:
Number of Chaperones: Cell Phone of Chaperones(s):

ITINERARY
What would you like to include in your visit? Please select:
__Admissions Information
__Information about the Office of Cultural Diversity & Student Panel
__Lunch with college students
__Campus Tour

ADDITIONAL GROUP INFORMATION
Special Interests of Students:
Translator/Interpreter Assistance:

Other Information:

Internal Use Only
Confirmation Date:
Confirmation Sent:

Appendix D
Office of Diversity & Inclusion Group Visit Guide
Group Name: ________________________________
Visit Date: __________________________________
Checklist:

ODI Group Visit Form completed
Office of Diversity & Inclusion Student Ambassadors Program

2015-2016 Overview

This program allows college students involved in the Multicultural Center to participate in high schools visits by having lunch with the high school students, doing student panels, and giving tours of the UMD campus. The program helps high school students learn about the college life through direct interaction with UMD college students. The college students volunteer their time to share their stories to educate the attendees and encourage the younger students to pursue higher education. All of the students in the Student Ambassadors Program are active participants in the Multicultural Center and many are able to share their stories as students of color, first-generation students, GLBT students, and/or advocates of different communities with high school students who may face similar struggles. The Student Ambassadors Program also helps the college student volunteers develop and strengthen skills such as leadership, communication, and mentorship. Furthermore, the program offers the volunteers an opportunity to inspire, empower, and help prepare their younger peers for higher education. In the academic year of 2015-2016 we had approximately 53 college students who participated in this program and assisted with approximately 32 campus visits. This program reached about 1287 prospective students, with 780 from ODI organized visits and 507 from Admissions and other department visits.
Even though the Student Ambassadors Program begun on a rough note, we were able to pull through the semester successfully. I will say the fall semester ended graciously. There was some glitches since this is only the second year we are combining the Student Bureau Program to the Student Ambassadors Program. Nevertheless, it turned out well once again. We had an okay volunteer turn out. After the campus visits, the amount of positive feedback from the Ambassadors, the prospective students, and their advisors helped to reinforce the fact that we are doing a great job in recruiting new students. Many students are seriously considering UMD as their collegiate choice. There were a couple of changes this semester and for the most part, it took a lot of time to get used to. Training dates were set for the new Ambassadors as well as shadow days for them to slowly and easily ease into the program. A problem we encountered this semester was the unavailability of some volunteers. There were a number of times where volunteers could not make it to visits they signed up for and we would not know that till the very last minute which we hope not to run into problems like this spring semester. We hope to develop better communication systems between myself, Mailee and the ambassadors. With all the glitches this semester, as mentioned earlier, we were able to pull off a successful semester and hoping for the best spring semester.

In the spring 2015 semester we had a total of 22 campus visits that the ODI participated in. Our office spoke to approximately 930 prospective students. About 53 student volunteers participated in the Student Ambassadors Program by the end of the academic year.

The campus visits were much more organized this semester because the volunteers were notified about the visit dates in advance. The program had very dedicated student volunteers, who were passionate about sharing their experiences and encouraging prospective students to pursue higher education. Our volunteers wanted to impact other students were like themselves, which sometimes meant as a student of color, low-income, or first generation college student. With the many helpful student ambassadors, we did not struggle recruiting volunteers to participate in the campus visits. Furthermore, we created a Student Ambassador t-shirt this year, which many of our volunteers wore with pride.

Projects to work on for the upcoming academic year:
- Update student ambassadors application and training
- Connect with more schools locally that our office could benefit
- Connect with more programs in Minnesota that our office could benefit
- Continue to track all prospective students who visited campus with ODI in the Salesforce system
- Participate in more recruiting events off campus

FEEDBACK FROM STUDENT AMBASSADOR PARTICIPANTS (FALL 2015)

<table>
<thead>
<tr>
<th>What did you like about the program?</th>
<th>What changes would you like to see?</th>
<th>What was the best part of the program?</th>
<th>Additional Comments:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talking about our personal experiences</td>
<td>N/A</td>
<td>Getting to talk to high school students</td>
<td></td>
</tr>
<tr>
<td>Talking to incoming students, eating at the DC</td>
<td>More organized</td>
<td>Meeting and talking to the students</td>
<td></td>
</tr>
<tr>
<td>You [:]</td>
<td>Not much. Keep up the good work.</td>
<td>Meeting new people</td>
<td></td>
</tr>
<tr>
<td>Sharing more about he MC to others</td>
<td>More schools, more opportunities in other classes</td>
<td>Sharing more about multiculturalism</td>
<td></td>
</tr>
<tr>
<td>Teaching kids about college</td>
<td>More organized</td>
<td>The kids</td>
<td>Thank you! [:]</td>
</tr>
<tr>
<td>Meeting new people</td>
<td>Different way to relay information</td>
<td>Voicing opinions/life stories</td>
<td></td>
</tr>
<tr>
<td>Meet new people</td>
<td>More organized</td>
<td>Meeting new people</td>
<td></td>
</tr>
<tr>
<td>Meet new people, share stories</td>
<td>More panels, more diversity</td>
<td>Meeting new people, and experiences</td>
<td></td>
</tr>
<tr>
<td>Very open to everyone</td>
<td>More food. JK! It's great so far.</td>
<td>Getting to meet new people</td>
<td></td>
</tr>
<tr>
<td>Teach others about UMD</td>
<td>Earlier notifications</td>
<td>Share my college experiences</td>
<td></td>
</tr>
<tr>
<td>Helping new students</td>
<td>N/A</td>
<td>Engaging with the students</td>
<td></td>
</tr>
<tr>
<td>The person in charge was awesome</td>
<td>More members!</td>
<td>Getting to interact with new people</td>
<td>#teamaluerto #teamkaohlee</td>
</tr>
<tr>
<td>Date</td>
<td>Comments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>This was so interesting especially the place is too big.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I like the class size at the UMD. It's nice how most of the things that you need are inside and you don't have to go outside.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I enjoyed it</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was unique, very different compared to other colleges.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I think is really beautiful and really look like what I am looking for when I graduate.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I think it was really good. UMD is areally good school.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>My visit to UMD was a very good experience. Since it was my first college visit. I liked the people, the building and especially the food dining room.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I think UMD is pretty much a good place to be.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was awesome and I love it. I would like to visit another time and learn about the college. It's a beautiful school.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It's great to be here because I saw a lot of things that make me feel I will come here when I graduate from high school. This is so great, I loved it!</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I like the dining center and the food.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I think it was awesome. I really like it and it's beautiful.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was amazing. I like the tour that we took.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was cool looking at all the different sections of the college.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I think that UMD is actually pretty a nice school because the class sizes are different, the different clubs, and I would start new with everything.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was very fun and educational. The people are very friendly and inviting.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was very informative. It opened my eyes to the opportunities that UMD has to offer.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was good. The presenter did a really good job on presenting stuff about the college.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was good.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>Comment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>-------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It's overwhelming to see how large the school is, especially with the stairs. Otherwise, it's a cool place.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I think it's a good collage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It is very interesting to see the campus and different areas.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I really like it especially the food. Overall, I think the campus is very pretty and a perfect size.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>It was an awesome experience. I really liked the tour, but I wish it wasn't rushed.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>Visiting UMD was a great opportunity to see how colleges are and what it's like.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>The visit was really helpful. From this visit, now I know that UMD has the major that I want.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I like this university there are a lot if place where we can have fun but the most important to me is the place business.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/15/16</td>
<td>I think it's amazing I had the opportunity to visit UMD because I learned most stuff that I didn't know before. I visited and it made me look into the future.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>Not bad. It was great.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>I love the view! Seeing old friends was awesome</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>I like the tutor around UMD. I think it's a very nice place to go to college for. I also like how the school and dorms are all connected.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It's a great school and I loved looking at the school and touring.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>I think UMD is a really nice college and the place is really beautiful too.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was really fun and I had a great time visiting.</td>
<td></td>
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<tr>
<td>2/17/16</td>
<td>What I like about my visit was learning a lot of things about the school and seeing some great parts of the school.</td>
<td></td>
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</tr>
<tr>
<td>2/17/16</td>
<td>I love UMD because it have great classes and teacher and a lot of majors.</td>
<td></td>
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</tr>
<tr>
<td>2/17/16</td>
<td>I think that UMD is a wonderful place to go to. Also it's beautiful too.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was good. I like the view and the students.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was fun. I like the tour of the school.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It's not bad but the way to your destination is pretty confusing to reach due to how UMD is.</td>
<td></td>
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<tr>
<td>Date</td>
<td>Comment</td>
<td></td>
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<td>------------</td>
<td>-------------------------------------------------------------------------</td>
<td></td>
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</tr>
<tr>
<td>2/17/16</td>
<td>Honestly I love it! It's big and amazing. I love the gym.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was nice and really different from High School. Great and friendly students. Very helpful.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>I love it. I been planning to attend this school but I'm just waiting on my fafsa. But can't wait to attend in the fall.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was okay</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>I enjoyed it a lot and learned many things that I didn't know about.</td>
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<tr>
<td>2/17/16</td>
<td>I liked the school and I could consider it an option</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>Love it, very beautiful</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>The visit was awesome. Nice tour people.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was a great experience. I was able to tour another beautiful, interesting college campus. I'd consider UMD in the future.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was fun and interactive to see with the tour guides</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>I think it's a pretty cool school with lots of friendly staffs and students, many options to choose from and yummy food :)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>Very nice, cool, long drive. It was very cool to be able o sit in on a college class.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>The school is big, peaceful, but so many white people.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was a great experience to learn about college and a decision to come here</td>
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<tr>
<td>2/17/16</td>
<td>It was good</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was nice</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>I think it was fun</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>I thought the visit was amazing, everyone was really welcoming and gave a lot of detail about UMD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>It was very fun</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/17/16</td>
<td>Cool</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3/21/16</td>
<td>It was very interesting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3/21/16</td>
<td>I loved how no matter which university you attend you still receive a degree as the University of Minnesota</td>
<td></td>
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<tr>
<td>Date</td>
<td>Comment</td>
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<td>-------------------------------------------------------------------------</td>
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<tr>
<td>3/21/16</td>
<td>It sounds like a great college. The multicultural program will make people feel included. There is a lot of clubs</td>
<td></td>
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</tr>
<tr>
<td>3/21/16</td>
<td>It was fun, I enjoyed it.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3/21/16</td>
<td>Definitely very interesting. Got me to think more about attending UMD.</td>
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<tr>
<td>3/21/16</td>
<td>It sounds nice. I like that there are fairs so that people can join a lot of different clubs at the beginning of the year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3/21/16</td>
<td>I really liked the campus and UMD has a lot to offer.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3/21/16</td>
<td>People were nice and helpful</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3/21/16</td>
<td>I really enjoyed the visit. It was interesting.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3/21/16</td>
<td>I think it was a nice university and the multicultural center was amazing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3/21/16</td>
<td>I liked it, it was cool. I like the building itself.</td>
<td></td>
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</tr>
<tr>
<td>3/21/16</td>
<td>I think it is a nice campus</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I think UMD is my favorite place. Cool place with peaceful people.</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I thought it was pretty informational</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I really enjoyed it</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>It was a cool experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>It was cool</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>It was fun, and enjoyable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>The visit to UMD was very interesting</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I think it was great. Good vibes, good people.</td>
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<tr>
<td>4/2/16</td>
<td>It gave me more reinsurance of what college is like.</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>A lot of interesting information</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I liked it and I learned a lot. I found the campus to be respectful</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>It was great, I learned so much.</td>
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<tr>
<td>4/2/16</td>
<td>It was good</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>Was cool dude</td>
<td></td>
<td></td>
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<tr>
<td>Date</td>
<td>Comment</td>
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<tr>
<td>4/2/16</td>
<td>I like the school, good vibes</td>
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<tr>
<td>4/2/16</td>
<td>It was great. All my questions were answered.</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>It was nice, UMD is a nice place but it's too far from home.</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>It was alright</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>It was interesting and fun.</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I learned a lot about the school.</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>It was a good visit. Duluth is beautiful.</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I really enjoyed seeing the school</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I loved it! It has everything I'm looking for.</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>Great.</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I really liked it. it's in my top 5.</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>Overall good. Lots of nice people</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>I liked the campus and it was much larger then I would have expected</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>Very interesting, I'm intrigued by the way the academic system is set-up. The campus is a littler smaller than I was expecting kind of let down by that. but i do like small classes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>Great! I learned a lot more since the last time I was here &amp; Suzanna senior discussion HELPED A LOT!!!</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>I really enjoyed my visit to UMD. I liked this campus visit way more than any other college visits I've been to. Everything that was said and done was very helpful</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I thought it was a really nice place and there's a lot of major options</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>It's great! I love the location and it's very divers and lots of opportunities</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I think it was cool</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>I definitely loved it and now I am 100% committed to UMD</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I think it was really great! I loved it.</td>
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<tr>
<td>4/2/16</td>
<td>I liked the tour. I really liked the multicultural.</td>
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</tr>
<tr>
<td>4/2/16</td>
<td>It was awesome</td>
<td></td>
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<tr>
<td>Date</td>
<td>Comment</td>
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</tr>
<tr>
<td>4/2/16</td>
<td>It was okay. Nice size, colorful campus. Kind of diverse</td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I loved it and I am thinking of applying here</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I actually think that this college fits me. I'm not so certain that it would be my first choice but I think it's in my top 5.</td>
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<tr>
<td>4/2/16</td>
<td>Very nice</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>It was fun, and enjoyable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>Pretty great, nice campus. Not too big, not too small</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>It is a beautiful campus with lots of opportunities</td>
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<tr>
<td>4/2/16</td>
<td>It was a great experience.</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I think the visit went very well because I got to see a lot of things on campus</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>It was fun visiting the school. I liked how all the building were connected</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I really enjoyed it. I really liked how you don't have to walk outside to get to your classes</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I think it was good. The campus is nice. The different subject separated which is nice. Overall I like it</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I learn a lot about the college and what they offer here.</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I think it was a great school. I just wish there was more diversity</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I thought it was very interesting. I liked the fact that the school was connected through tunnels</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I think it was absolutely helpful in the future for me</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I enjoyed my visit to UMD. It gave me the opportunity to expand any choices of colleges. I like the programs/clubs the college offered</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I like how every building is connected. I like the food! and the building is warm</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>The visit was interesting and nice.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>I really liked it and all the clubs and opportunities they had</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>It was interesting, I really liked the natural lighting of the science hall</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>My visit at UMD was great. I got to learn my about the campus</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I think it was very informational and have a good idea of UMD</td>
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<tr>
<td>Date</td>
<td>Comment</td>
<td></td>
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<td>-------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I really liked the beautiful scenery and the majors that UMD offered</td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I loved the welcoming atmosphere!</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>It was wonderful and exciting to see where things were</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>It was great. All my questions were answered.</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>very helpful to learn the difference of other university</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>I like the feel of UMD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>It was okay. Nice size, colorful campus, kind of diverse</td>
<td></td>
<td></td>
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<tr>
<td>4/2/16</td>
<td>I liked it. The tour guide give us great detail to how the school look like</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>I really enjoy my tour with Chong. She was able to converse with the group even when we were really quiet. I gained a lot from this</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>The visit was great. planning on to come here for college</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/2/16</td>
<td>UMD was okay. Just a little confuse where we were. also the connection through all building were too much stairs</td>
<td></td>
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</tr>
<tr>
<td>4/2/16</td>
<td>Pretty fun, but wish could stop for the school store</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/16</td>
<td>It was cool</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/16</td>
<td>It was fun and I learned a lot</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/16</td>
<td>Awesome! They showed us everything we were curious about</td>
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</tr>
<tr>
<td>5/9/16</td>
<td>It was fun.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/16</td>
<td>It was nice; I really like your library</td>
<td></td>
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<tr>
<td>5/9/16</td>
<td>It seems peaceful. I also see a lot of nature activates</td>
<td></td>
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</tr>
<tr>
<td>5/9/16</td>
<td>It was rad</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/16</td>
<td>It was cool</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/16</td>
<td>It was very informational. The volunteer tour guide formed it to our liking</td>
<td></td>
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</tr>
<tr>
<td>5/9/16</td>
<td>It was a nice campus. I liked the gym.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/16</td>
<td>It was better than I thought</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/16</td>
<td>It looked really nice and organized.</td>
<td></td>
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</tbody>
</table>
APPENDIX

Item 5
The Office of Diversity and Inclusion (ODI) and Gay Lesbian Bisexual Transgender (GLBT) Services and Programs offers panel presentations presented by students of color (SOC) and/or GLBT and ally student volunteers. These panels are meant to be informative, educational, and thought provoking. They are presented to promote cultural awareness and encourage dialogue on racial, ethnic and GLBT topics by students sharing their own personal experiences. These panels provide a space and offers attendees the opportunity to ask the speakers questions about their individual experiences. Each panelist receives training prior to participating in a panel and answers only the questions which they are comfortable. These panels can be requested by staff and faculty for their groups and/or classes. For 2015-2016 Academic Year, a total of 43 panels were conducted. This total included 23 GLBT panels, 11 SOC panels, and 9 Combination panels. Overall, 1,758 students were projected to attend these panel discussions and approximately 47 student volunteers participated.

**SPEAKER’S BUREAU REPORT - 2015 - 2016 ACADEMIC YEAR**
Written by ODI Intern Julian Vela (2015-2016)

**SPEAKER’S BUREAU TRAINING DATES**

**Fall Semester - 2015**

There were a total a two separate training dates in Fall of 2015 for both incoming and returning speakers. This training serves as a guideline for students that participate in the program. This training is not mandatory for returning speakers, but attendance is encouraged. This training was revised this semester to account for changes made to the program. These revisions were done by Kaohlee Vue (Asia/Pacific American Student Programs Coordinator), Julian Vela, and Alberta Nkrumah (Interns in the Office of Diversity and Inclusion).

<table>
<thead>
<tr>
<th>Training Date</th>
<th>Training Time</th>
<th>Led By</th>
<th>Number of Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/19/2015</td>
<td>12:00 PM</td>
<td>Julian Vela</td>
<td>6</td>
</tr>
<tr>
<td>10/26/2015</td>
<td>4:00 PM</td>
<td>Julian Vela</td>
<td>6</td>
</tr>
</tbody>
</table>

Individually, Alberta and Julian performed one-on-one trainings throughout the course of the semester with students that were interested in participating in the program, but were not able to attend either of the larger training sessions. In total, Alberta and Julian trained 13 more individuals in the Fall of 2015.
### STUDENT PANEL DISCUSSIONS BY SEMESTER

**Fall 2015**
Number of panels conducted: 29
Number of Students of Color panels: 7
Number of GLBT panels: 12
Number of Combination: 6

#### Students of Color Panels for Fall 2015

<table>
<thead>
<tr>
<th>Date of Panel</th>
<th>Professor</th>
<th>Course Title</th>
<th># of Students in course</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/03/2015</td>
<td>Jean Farrell</td>
<td>Interpersonal Communication</td>
<td>35</td>
</tr>
<tr>
<td>11/10/2015</td>
<td>Christine Schilling</td>
<td>Developmental Psychology</td>
<td>120</td>
</tr>
<tr>
<td>11/10/2015</td>
<td>Christine Schilling</td>
<td>Developmental Psychology</td>
<td>120</td>
</tr>
<tr>
<td>11/10/2015</td>
<td>Christine Schilling</td>
<td>Developmental Psychology</td>
<td>120</td>
</tr>
<tr>
<td>11/30/2015</td>
<td>Christine Schilling</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td>12/01/2015</td>
<td>Christine Schilling</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td>12/02/2015</td>
<td>Christine Schilling</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td></td>
<td></td>
<td><strong>470</strong></td>
</tr>
</tbody>
</table>

#### GLBT Panels for Fall 2015

<table>
<thead>
<tr>
<th>Date of Panel</th>
<th>Professor</th>
<th>Course Title</th>
<th># of Students in course</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/24/2015</td>
<td>Joie Acheson Lee</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td>10/06/2015</td>
<td>Jean Farrell</td>
<td>Interpersonal Communication</td>
<td>35</td>
</tr>
<tr>
<td>10/20/2015</td>
<td>Alex Hermida</td>
<td>Race, Class, and Gender</td>
<td>35</td>
</tr>
<tr>
<td>11/02/2015</td>
<td>Christine Schilling</td>
<td>Developmental Psychology</td>
<td>120</td>
</tr>
<tr>
<td>11/02/2015</td>
<td>Christine Schilling</td>
<td>Developmental Psychology</td>
<td>120</td>
</tr>
<tr>
<td>11/03/2015</td>
<td>Christine Schilling</td>
<td>Developmental Psychology</td>
<td>120</td>
</tr>
<tr>
<td>11/11/2015</td>
<td>Wendy Anderson</td>
<td>Human Behavior in the Social Environment</td>
<td>15</td>
</tr>
</tbody>
</table>
Combination Panels for Fall 2015

For the Fall Semester of 2015, we launched a new form of panel discussion, the Combination Panel. This panel was intended to have a diverse student population panel with students representing both students of color and GLBT-identified students. For the purposes of the content of the discussions of the SOC and GLBT Panels, the Combination Panel was discontinued from Spring Semester of 2016 until more structural changes were addressed to how the panels were executed, unless it is specifically requested by instructors.

<table>
<thead>
<tr>
<th>Date of Panel</th>
<th>Professor</th>
<th>Course Title</th>
<th># of Students in course</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/22/2015</td>
<td>Matthew Olin</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td>10/28/2015</td>
<td>Mandie Johnson</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td>11/11/2015</td>
<td>Andi Callahan</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td>11/11/2015</td>
<td>Andi Callahan</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td>11/23/2015</td>
<td>Eric Erdmann</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td>11/25/2015</td>
<td>Lisa Vogelsang</td>
<td>UMD Seminar</td>
<td>25</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td></td>
<td></td>
<td><strong>150</strong></td>
</tr>
</tbody>
</table>
Spring 2016
Number of panels conducted: 16
Number of Student of Color panels: 4
Number of GLBT panels: 9
Number of Combination panels: 3

Students of Color Panels for Spring 2016

<table>
<thead>
<tr>
<th>Date of Panel</th>
<th>Professor</th>
<th>Course Title</th>
<th># of Students in course</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/23/2016</td>
<td>Jean Farrell</td>
<td>Interpersonal Communication</td>
<td>11</td>
</tr>
<tr>
<td>02/25/2016</td>
<td>Jean Farrell</td>
<td>Interpersonal Communication</td>
<td>11</td>
</tr>
<tr>
<td>03/30/2016</td>
<td>Christine Schilling</td>
<td>Developmental Psychology</td>
<td>120</td>
</tr>
<tr>
<td>04/13/2016</td>
<td>Christine Schilling</td>
<td>Multicultural Foundations in Clinical/Counseling Psychology</td>
<td>9</td>
</tr>
</tbody>
</table>

Total: 151

GLBT Panels for Spring 2016

<table>
<thead>
<tr>
<th>Date of Panel</th>
<th>Professor</th>
<th>Course Title</th>
<th># of Students in course</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/04/2016</td>
<td>Kaeblie Yang</td>
<td>APAA General Meeting</td>
<td>40</td>
</tr>
<tr>
<td>02/09/2016</td>
<td>Jean Farrell</td>
<td>Interpersonal Communication</td>
<td>8</td>
</tr>
<tr>
<td>02/11/2016</td>
<td>Jean Farrell</td>
<td>Interpersonal Communication</td>
<td>10</td>
</tr>
<tr>
<td>02/17/2016</td>
<td>Christine Schilling</td>
<td>Child and Adolescent Psychology</td>
<td>30</td>
</tr>
<tr>
<td>02/24/2016</td>
<td>Christine Schilling</td>
<td>Multicultural Foundations in Clinical/Counseling Psychology</td>
<td>9</td>
</tr>
<tr>
<td>03/02/2016</td>
<td>Katey Leverson</td>
<td>Topics in Human Sexuality</td>
<td>30</td>
</tr>
</tbody>
</table>
Combination Panels for Spring 2016

<table>
<thead>
<tr>
<th>Date of Panel</th>
<th>Professor</th>
<th>Course Title</th>
<th># of Students in course</th>
</tr>
</thead>
<tbody>
<tr>
<td>03/14/2016</td>
<td>Christine Schilling</td>
<td>Topics in Human Sexuality</td>
<td>30</td>
</tr>
<tr>
<td>03/22/2016</td>
<td>Christine Schilling</td>
<td>Developmental Psychology</td>
<td>120</td>
</tr>
<tr>
<td>03/24/2016</td>
<td>Njoki Kamau</td>
<td>Women, Race, and Class</td>
<td>22</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td></td>
<td></td>
<td><strong>299</strong></td>
</tr>
</tbody>
</table>

STUDENT ATTENDEES SURVEYS

After every panel, a survey is sent to the staff/faculty that requested for the panel. The requestor is then asked to distribute the survey among their students.

The Speaker’s Bureau Panel survey includes:

1. Date of Panel  
2. Course Title  
3. Professor Name  
4. Type of Panel: GLBT panel, SOC panel, or Combination panel  
5. Name of the speakers  
6. From 1 (poor) to 5 (excellent), please rate the panelists’ skills in fostering an inclusive and respectful discussion.  
7. What did you like about this panel?  
8. What would you change about this panel?  
9. What questions did you wish you would have asked?  
10. Additional comments

FEEDBACK FROM ATTENDEES

SOC Panels  
"I like how they answered everyone's questions honestly and gave a lot of opinions behind why they believed what they were saying. This made it much more interesting to listen to."
"I liked that they were straight up with us and didn't sugar coat any of their stories."
"Very positive and intelligent with their responses. Shed light on racism that is still alive today."
"Amazing experience!"
"I liked that they all emphasized how their opinions are theirs alone and do not represent the majority. I think that helps with stereotypes. They were also very interesting speakers."

**GLBT Panels**

"Thank you again for coming to class and sharing your experiences. It gave me a new insight on what it's like to go through such a life changing experience and what it's like to come out as gay or transsexual."

“It took a lot of courage to do this. Thank you.”

“I really enjoyed this panel and it was really interesting!”

“I loved how comfortable they made it. Going into the panel I thought it would be weird and awkward because I don't know much about the GLTB community but everyone was super open and it was really comfortable.”

“The panel did a great job setting up the boundaries for the conversation.”

“I like that the panel didn’t hold anything back!”

**FEEDBACK FROM SPEAKERS BUREAU (2015 - 2016)**

<table>
<thead>
<tr>
<th>Speakers Bureau</th>
<th>What did you like about the program?</th>
<th>What suggestions do you have for this program?</th>
<th>What would you like to see happen next semester?</th>
<th>Additional Comments:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advisor is willing to help out</td>
<td>A list of terms for those unfamiliar with the queer community</td>
<td>Different viewpoints/experiences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>People get to learn about my experiences</td>
<td>Different classes should request panels</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Well organized!</td>
<td>Required for freshman seminar class</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It educates people and helps professors</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I love talking about myself and educating others</td>
<td>N/A</td>
<td>Meeting more people and food</td>
<td>Kaohlee is awesome</td>
<td></td>
</tr>
<tr>
<td>Being able to educate my peers on how to be a better ally</td>
<td>Student Access to see how many panels we’ve done</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Answering student questions and speaking to peers</td>
<td>I don’t believe combination panels work well, the stories are different</td>
<td>Just no combination panels</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX

Item 6
Section 1 A. Major Research and Education Activities

This academic year 10 students participated in the following research activities as part of McNair, UROP and North Star STEM:

- Studying cause characteristics between White-type and Lsr2 Mutated of Mycobacterium Smegmatis
- Development of Novel Small Molecules for the Treatment of Breast Cancer
- Computational Modeling of Aggregation Phenomena in Petrochemical Mixtures project
- Visual Sensitivity of Lean Lake Trout and Siscowet Lake Trout
- Genotyping and Sequencing Malus Domestica
- Mendel’s Theory (Fish Zebra)
- Effect of Zaprinast Administration on Cochlear cGMP Concentration in Mice
- D BACE-1 and its affects on the Alzheimer’s pathogenesis using TIRF imaging
- Circadian Rhythms
- Expression, Purification and isolation of a FRET Sensor for Macromolecular Crowding

UMD Annual Research Symposium-
Researchers from across UMD meet a few times a year on campus to participate in life science research symposiums (e.g., UROP, SURP). UMD students are encouraged to attend these research symposiums. The Spring 2016 UROP Showcase took place on Thursday, April 14, 2016.

Regional and National Awards-
Loranzie Rogers UMD Biology Major received the Minnesota Chapter of the American Fisheries Society award on February 2, 2016 at the Midwest Fish and Wildlife Meeting.

Four SCSE faculty members were recognized by UMD Chancellor Black for their outstanding work: Dr. Shannon Stevenson, Assistant Professor in the Biology Department, Dr. Vicktor Nemykin, professor in the Chemistry Department and Biochemistry Department, Dr. Paul Bates Assistant Professor in the Biology Department and Dr. Dalibor Froncek Professor and Director for Graduate Studies in the Math and Statistics Department.

Section 1B. Education Activities

Community building –
Fall semester, students had an opportunity to meet with faculty to learn about research opportunities. New students had an opportunity to learn about the STEM program and meet returning students.
During the academic year, students were also invited to attend meetings sponsored by the UMD National Society of Black Engineers, American Indian Science and Engineering Society and Multicultural Center student organizations.
Academic support –
The Office of Diversity and Inclusion provides free one on one tutorial service each semester. Students are encouraged to complete a tutoring application to acquire the assistance needed. Students are encouraged to attend the STEM study sessions. The study sessions are staff by STEM students. The College of Science and Engineering pays for the study sessions STEM student mentor/tutors.

UMD Student Support Programs also has a Tutoring Center. The Tutoring Center offers free walk-in tutoring. Tutoring is limited to Mathematics, Computer Science, Chemistry, and Physics.

Academic enrichment -
Students also had an opportunity to attend the National Society of Black Engineers. This year nine students attended the National Society of Black Engineers in Boston, MA.

Students are invited to participate in weekly seminars and lectures sponsored by the Swenson College of Science and Engineering at UMD. Students participated in more than 300 seminars, workshops and lectures sponsored by SCSE Please see Appendix A for a complete list of lecture and seminars.

North Star Fellows and Scholars –
This academic year we had 48 students who actively participated as UMD North Star Fellow and Scholars. Students are invited to participate in the program and to attend a welcome lunch at the beginning of the semester. Students received a weekly newsletter. They also are invited to participate in weekly study sessions with other students. This year we had 9 students who also participated in the Office of Diversity and Inclusion CORE Mentoring program.

Summer Bridge-
Math Prep for STEM Careers is a free summer bridge program for incoming UMD freshmen from under-represented groups in STEM. The program consists of two parts: an online summer math course (Basic Math & Intro to Algebra, College Algebra, or Precalculus Analysis) and an optional five-day summer camp at UMD. Applicants are strongly encouraged to participate in both an online math course and the summer camp.

The online math courses are self-paced over the summer. The purpose is to prepare for college-level math courses and to “study-then-test-out” of prerequisite courses to Math 1296 (Calculus I). Students work through at least one online math course for which they are placed by their math ACT score (or other college math credit). The courses are taught by Rachel Breckenridge, program director and UMD math instructor. Breckenridge is a former high school math teacher and she routinely teaches Calculus I, II, and III during the regular academic year. She has designed the summer courses specifically to prepare students for taking math courses at UMD.

The summer camp is a preview to life as a STEM major and provides an opportunity to work with student mentors and UMD faculty & staff before fall semester begins. In addition to STEM labs/activities, students will explore STEM careers, register for fall classes, meet with an academic adviser, receive training on personal finances, meet with a personal finance adviser, visit Duluth’s most scenic parks, and make new friends.
Participants will be invited to a reunion event in September aboard the Blue Heron Research Vessel on Lake Superior. This program is possible by several grants, SCSE and the Office of Diversity and Inclusion.

Faculty mentoring –
SCSE faculties are engaged in research and several North Star STEM students are participating in faculty research projects. This year we had an increase of student participation in research with SCSE faculty. For example; Loranzie Rogers UMD Biology Major received the Minnesota Chapter of the American Fisheries Society award on February 2, 2016 at the Midwest Fish and Wildlife Meeting. Loranzie has been working with Dr. Allen Mesinger.

Multicultural STEM organizations –
UMD has a very active National Society of Black Engineers (NSBE) and more than 30 students participate in the organization. NSBE participated in several high school campus visit and hosted study sessions throughout the year. The American Indian Science and Engineering Society (AISES) is also a very active student organization.

Section 3. - Training, Development and Mentoring

Training –
Students are invited to attend weekly seminars and workshops. The mission of the Interdisciplinary Life Science Consortium (ILSC) is to foster a culture of interdisciplinary research in life sciences and to act as a catalyst for promoting interaction, exchanging of ideas and collaboration among life science researchers at the University of Minnesota Duluth. Please see appendix A for a list of seminars and workshops.

Community building –
UMD Peer Mentor/Study sessions were provided to students Monday to Thursday 6 pm to 9 pm in a designated classroom at UMD. Six upper-class students served as mentors and study session leaders. All six peer student mentors received support (ie. paid their salary) from the UMD Swenson College of Science of Engineering. Additional Peer mentoring and Academic Advising was provided Monday to Friday, in the Office of Diversity and Inclusion.

Leadership development –
This year a total of 6 UMD STEM students completed the Kirby leadership Program Certificate. The Kirby Leadership Institute provides leadership training to help develop strategies and skills for a successful college experience, and for our students' future. All UMD students may take the designated leadership courses for academic credit, and the emerging leaders workshops offered each semester in Kirby Student Center. We also encourage participation in community volunteer opportunities. https://kirby.d.umn.edu/kirby/leadership-2/

UMD Society of Black Engineers participated in a retreat for their student executive board leaders’ fall 2015 and spring semester 2016. They also participated in the Multicultural Center Student Leaders retreat fall 2015 and spring 2016.
Career development
UMD North Star STEM students participated in workshops sponsored by UMD Career and Internship Services. Please see Appendix B for a list of workshops.
- Job & Internship Listings
- Internships
- Writing a Resume & Cover Letter
- Interviewing

Outreach activities.
The Office of Diversity and Inclusion has a Student Ambassador Program that provides the following for visiting K-12 students: 1) An honest, interpersonal perspective of life at UMD 2) Students provide real life encounters of their personal experiences 3) Provide tours of selected areas based upon the visitors interest. UMD North Star STEM students participated in these campus high school campus visits.
The UMD Society of Black Engineers prepared a specific presentation for high school students interested in STEM majors. They also provided a workshop for the Duluth YWCA Girl Power.

Section 4. - Contributions

Human Resources-
The Chancellor and the UMD Faculty Fellow for Intercultural Initiatives invited faculty, staff and administrators to participate in the UMD's Intercultural Leadership Development cohort. Three cohorts with a total of 15-20 participants took place during the 2015-2016 academic year. A total of 250 faculty, staff and administrators have participated in this program.

This academic year the UMD Swenson College of Science and Engineering provided several active learning workshops for faculty. 58 faculty participated in fall 2015 and 56 faculty participated in spring 2016. The following workshops were offered: Active Learning 101, Designing Your Course for Active Learning, Transforming the Teaching and Learning Environment (virtual conference, CETL), Teaching the Masses: Making Meaningful Pedagogy in Large Lecture Classes and What is SOTL and Why Should I Care?

Campus Climate –
The Swenson College of Science and Engineering Unit Change team has been an active participant in the Campus Climate Strategic plan Goal #2. The mission of the Multicultural and Diversity Committee is to actively develop and pursue strategies to increase the number of under-representative groups in the science, technology, engineering, and mathematics including students and faculty. Emphasis is on the recruitment and retention of under-represented groups and promoting a welcoming and inclusive atmosphere in the college.
Please see link to view their reports and updates:
http://www.d.umn.edu/scse/administration/governance/committees/diversity.html

The Swenson College of Science and Engineering Unit Change team has received another grant to implement the UMD Online Math Prep for STEM Careers Program. Participants worked
through Basic Mathematics & Introductory Algebra or College Algebra online prep courses with an UMD math faculty to master math skills needed for required STEM math courses. The SCSE and the Office of Cultural Diversity applied for additional grants to offer a one week Summer Math Prep for STEM Careers. The program invites 20 students to campus for one week.

UMD has also an active Campus Climate Leadership Team and Unit Change teams that work across the campus to continue to move forward the GOAL 2 from the UMD Strategic Plan

*Create a positive and inclusive campus climate for all by advancing equity, diversity and social justice.*

Please see the campus change team website for further information on the efforts and accomplishments: [http://www.d.umn.edu/chancellor/climate/](http://www.d.umn.edu/chancellor/climate/)

Physical, Institutional, or Information Resources that form the Infrastructure for Research and Education

Diversity events – describe briefly the campus diversity events.

Every year UMD sponsors a series of diversity events. The Office of Cultural Diversity and the student organizations in the Multicultural Center sponsor weekly films, speakers and workshops. [http://www.d.umn.edu/mlrc/ocd/calendar/](http://www.d.umn.edu/mlrc/ocd/calendar/)

The UMD Commission on Equity, Race and Ethnicity, Office of Cultural Diversity, Campus Climate, and Kirby Leadership Program, sponsored the 2016 Summit on Equity, Diversity and Multiculturalism on February 26 2016. More than 700 students, faculty, staff and community members attended this year Summit. UMD faculty, students, staff and administration, as well as interested community organizations, presented meaningful and interactive workshops, presentations, lectures, films with discussion, and other educational formats that address issues of equity, diversity and multiculturalism for the 2016 Summit. The keynote speaker was Rosa Clemente.
APPENDIX
Item 7
Office of Diversity & Inclusion
Multicultural Calendar of Events
Fall 2015 and Spring 2016

September

*All semester, Latino/Chicano Heritage Celebration*

**Wednesday, September 2nd:** Queer and Allied Students Union General Meetings (weekly), 6-8 pm, Kirby Student Center 273 (aka TV Lounge, just outside of the Multicultural Center). For info email: qasu@d.umn.edu

**Thursday, September 3rd:** APAA 1st General Meeting. APAA meets weekly at 5pm in Bohannon 90. For more information, please contact APAA at: umdapaa@d.umn.edu

**Tuesday, September 8th, 10th and 11th:** Kirby Commons; 9:00am-3:00pm

**WRAC Advertisement Tabling**
We will be tabling to get students to know who we are.

*Sponsored by the Women’s Resource & Action Center*

**Wednesday, September 9th,** UMD Ballroom, 4-7 pm

**Sabor Latino “DeColores”**
Join us at our event to experience Latin America culture that includes latin music and **FREE** food!

*Sponsored by UMD Latino/Chicano Student Organization*

**Friday, September 11th:** Kirby Student Center 266; 11:00am-1:00pm

**Women’s Resource and Action Center Open House**
Come and learn more about our office resources. Stop by our office and talk to one of our interns about WRAC. We will be having snacks and drinks with the accompany of good resources to offer.

*Sponsored by the Women’s Resource and Action Center*

**Monday, September 14th:** Kirby Student Center 268; 5:30pm-7:00pm

**NCWP Art Adventures: Door Decorating**
To provide participants an opportunity to decorate the doors of their residence, creating a unique and fun environment that celebrates a special occasion, holiday, or season.

*Sponsored by North Central Windows Program and the Women’s Resource & Action Center*

**Wednesday, September 16th:** Kirby Student Center 268; 12:00pm-1:00pm

**Brown Bag: Best Party Model!**
This Brown Bag is to provide you with resources and the tools necessary to host a fun and safe party this semester. Michelle from Men as Peacemakers will be presenting to this great model

*Sponsored by the Women’s Resource and Action Center, Men as Peacemakers and the Women, Gender & Sexuality Studies Department*

**Monday, September 21st:** Kirby Student Center 268; 5:30pm-7:00pm

**NCWP Art Adventures: Window Pain**
This workshop offers participants an opportunity to notice their inner and outer
worlds, and to express their personal sense of self-transformation. The simplicity of this project allows it to work successfully within a short time frame and with participants who may never have painted before. Participants may discover how beautiful and rewarding free painting can be as a form of self expression.

*Sponsored by North Central Windows Program and the Women’s Resource & Action Center*

**Tuesday, September 22nd:** Kirby Commons, 10am-2:00pm

**APAA Bubble Tea**
Come purchase delicious bubble tea with tapioca pearls and various flavors.

*Sponsored by the Asian Pacific American Association*

**Monday, September 28th:** Kirby Student Center 268; 5:30pm-7:00pm

**NCWP Art Adventures: I am Strong because**
To build a sense of pride in oneself and build a sense of unity within the group about the obstacles and personal struggles. The finished artwork serves as a pride badge as well as a reminder not to give up when times are difficult.

*Sponsored by North Central Windows Program and the Women’s Resource & Action Center*

**Wednesday, September 30th:** Kirby Student Center 268; 12:00pm-1:00pm

**Brown Bag: Quit Playing Games, Help Me! Working with WRAC & OSC**
Are you confused about reporting, confidential & non-confidential services, and what the Women’s Resource & Action Center and the Office of Student Conduct does or how they work together? Come learn about all this and more in an interactive experience.

*Sponsored by the Women’s Resource and Action Center, the Office of Student Conduct and the Women, Gender & Sexuality Studies Department*

**October**

*All month, Domestic Violence Awareness Month*

*All month Queer History Month*

**Friday, Oct. 2nd:** Kirby Student Center 268; 5:30pm-7:00pm

**NCWP Art Adventures: Art Show Opening with Art Group**

*Sponsored by North Central Windows Program and the Women’s Resource & Action Center*

**Monday, Oct. 5th-Oct 9th:** Kirby Tabling Area; 10 am-2 pm

**Paper Mache Femicide Awareness Display**
Display from Safe Haven Shelter for Battered Women, symbolizing victims of domestic violence. Stop by to also make ribbons and learn more about how can you start the conversation on Domestic Violence Awareness.

*Sponsored by the Women’s Resource and Action Center and Safe Haven*

**Tuesday, Oct. 6th & Thursday, Oct. 8th:** KSC 351

**Clothesline Project Workshops**
Come and make t-shirts to honor a victim/survivor of intimate partner violence. The t-shirts will be put to display on October 12th in the Bus Hub. T-shirts and art supplies will be provided

*Sponsored by the Women’s Resource and Action Center and the Women, Gender & Sexuality Studies Department*

**Wednesday, October 7th:** Kirby Ballroom; 12:00pm-1:00pm

**National Coming Out Day Luncheon**
Invitation only, space is limited. Please register at [http://goo.gl/forms/xnRXLjyvDI](http://goo.gl/forms/xnRXLjyvDI)

*Sponsored by GLBTQAI Commission*
Thursday, October 8th, UMD Rafters, 7:00 pm
Speaker Cheryl Diaz Meyer, “Bearing Witness: Iraq and Afghanistan”
Photojournalist Cheryl Diaz Meyer will show her work and speak about covering the war in Afghanistan shortly after 9/11 and the invasion of the Iraq, which won her the Pulitzer Prize in 2004 for Breaking News Photography. Diaz Meyer will recount her experiences with the Yezidis, who have been rarely photographed, and their fate today as victims of ISIS. Cheryl Diaz Meyer won the 2004 Pulitzer Prize for Breaking News Photography with David Leeson for their images depicting the invasion and aftermath of the U.S.-led war in Iraq. She is the Visual Editor at McClatchy News’ Washington, D.C. bureau and an adjunct professor of photojournalism at the University of Maryland. Diaz Meyer’s work has been published and is exhibited internationally. She has documented stories in Asia, Europe, Latin America and the Middle East. 
Sponsored by UMD Office of Diversity and Inclusion and UMD Royal D. Alworth, Jr. Institute for International Studies

October 12th - 23rd: Bus Hub
Clothesline Project Display
Opening reception will be occurring on October 12th at ____, come and join us in putting up the t-shirts for display. You have the opportunity to read out one of the t-shirts and later hang them for display to create Domestic Violence Awareness.
Sponsored by the Women’s Resource and Action Center

Monday, October 12th: Kirby Student Center 268; 5:30pm-7:00pm
NCWP Art Adventures: Journey Footprints
To allow each participant to create a collage that validates their unique journey through personal challenges using the outline of their own foot as the template of the collage. For most of us life is a journey. When we leave difficult situations behind us our feet carry us out and those same feet can carry us into a new life free from aggression.
Sponsored by North Central Windows Program and the Women’s Resource & Action Center

Wednesday, October 14th: Kirby Student Center 268; 12:00pm-1:00pm
Brown Bag: Safe Heaven - The Duluth Model
Since the early 1980s, Duluth has been an innovator of ways to hold batterers accountable and keep victims safe. The "Duluth Model" is an ever evolving way of thinking about how a community works together to end domestic violence. Come and learn more about the Duluth Model and how you can support the community to end Domestic Violence and breaking the silence.
Sponsored by the Women’s Resource and Action Center, Safe Haven, and the Women, Gender & Sexuality Studies Department

Wednesday, October 14th:
Love Your Body Day:
Sponsored by the Women’s Resource and Action Center

Thursday, October 15th: Chemistry 200; 12:00pm-1:00pm
Brown Bag: The Violation of Human Rights and Displacement of Garifuna People of Honduras
Presented by Alfredo Lopez, OFRANEH (La Organización Fraternal Negra Hondureña/The Black Fraternal Organization of Honduras).
Friday, October 16th, Rafters, Doors open at 6:30 pm event starts at 7:00 pm

Date-a-palooza-
DAP lets students/faculty volunteer bid themselves off for charity! They will get their chance to strut down the runway while an MC reads off fun facts about them, such as their favorite celebrity or special dream date. Meanwhile, each audience member gets a paddle with a number on it to place bids and cheer for their friends! It's a very fun opportunity and a really great way to give back to Black Student Association to help fund future events!

Sponsored by UMD Black Student Association

Monday, October 19th-Friday, November 6th UMD Multicultural Center (Located in the 2nd floor of the KSC)

Exhibition Display: “Dia de los Muertos”
Day of the Dead, located in the Multicultural Center, on the 2nd floor of Kirby Student Center. The Day of the Dead is a tradition which dates back to the Aztec civilization. The Aztecs believe that the soul of the Dead returns home to the world of the living. FREE AND OPEN TO THE PUBLIC

Sponsored by Office Diversity and Inclusion and Latino/Chicano Student Association
Sponsored by UMD Latino/Chicano Student Association, Office of Cultural Diversity, Art Education students

Monday, October 19th: Kirby Student Center 268; 5:30pm-7:00pm

NCWP Art Adventures: Safety Planning
To create a safety planning mandala containing colors, shapes, and symbols that can only be understood by the person creating it. The mandala will serve as a reminder to the participant about their plan for safety in all relationships. Participants will also complete a safety plan worksheet to use in the future, and to guide their creation.

Sponsored by North Central Windows Program and the Women’s Resource & Action Center

Tuesday, October 20th: Kirby Rafters; 12:00pm-3:00pm

Access for All Presents The 2nd Annual Disability & Wellness Fair
Did you know October is Disability Awareness month?! To celebrate you are invited to take part in the 2nd annual Access for All Disability & Wellness Fair happening on Tuesday October 20th in the Kirby Rafters from 12pm - 3pm. Come have fun, hang out, and see what resources around disability & wellness are available to you & your friends on & off campus. Learn more about how you can get involved too! There will be student groups, departments, community agencies, and different organizations participating! There will also be FREE build your own ice cream sundaes! This event is free and open to all students, staff, faculty, & community members!

Sponsored by Access for All

Wednesday, October 21st: Kirby Commons, 10am-2:00pm

APAA Bubble Tea Fundraiser
Come purchase delicious bubble tea with tapioca pearls and various flavors.

Sponsored by the Asian Pacific American Association

Saturday, October 24th: Kirby Ballroom; 7:00pm-9:00pm

QASU Drag Show
Sponsored by the Queer and Allied Students Union

Monday, October 26th: KSC 273B TV Lounge; 3:00pm-5:00pm

Life of Hmong Women: Ua Siab Ntev “Be Patient”
"Ua siab ntev" is a phrase commonly used towards Hmong women when she seeks help from elders within the Hmong community. How does one interpret this phrase? How does one overcome it? Come join us as we discuss the importance of Domestic Violence Awareness in the Hmong culture as well as elaborate on what it means to "ua siab ntev" or in other words, "be patient". MayTong Chang, an experienced domestic violence advocate, shares her story with us. 

*Sponsored by Hmong Living in Unity & Balance, the Women’s Resource & Action Center and the Women, Gender & Sexuality Studies Department*

**Monday, October 26th:** Kirby Student Center 268; 5:30pm-7:00pm  
**NCWP Art Adventures: Conversation Heart Shrinky Dinks**  
To all participants the words to express loving feelings in all areas of their life. It is a reminder of how special they are and how much others appreciate them.  
*Sponsored by North Central Windows Program and the Women’s Resource & Action Center*

**Tuesday, October 27th:** Montague Hall 70; 7:00pm  
**Film Viewing: I Learn America: One High School, One School Year, Five New Americans**  
*Sponsored by the Office Of Cultural Diversity and the Royal D. Alworth, Jr. Institute for International Studies*

**Wednesday, October 28th:** Kirby Student Center 268; 12:00pm-1:00pm  
**Brown Bag: No More**  
Learn the many misperception about Domestic Violence. We will learn first hand from a student, Alexis Adu-Bobi, who is sharing her story on domestic violence in order to help break the barriers. This event is free to everyone so feel free to bring your lunch.  
*Sponsored by the Women’s Resource and Action Center and the Women, Gender & Sexuality Studies Department*

**November**

**Monday, November 2nd:** Kirby Student Center 268; 5:30pm-7:00pm  
**NCWP Art Adventures: Zen Tangle with Esther Piszczek**  
*Sponsored by North Central Windows Program and the Women’s Resource & Action Center*

**Saturday, November 7th**  
**International Taste of UMD Potluck**  
Prepare your taste buds! Come join us for an international afternoon filled with food from around world! Authentic dishes prepared by students, faculty/staff, and community members, you don't want to miss out! You are encouraged to bring if dish if you would like, but it's not required. The potluck will take place at the Hope United Methodist Church (301 W. Saint Marie St.) from 1:00-3:00pm (or until food runs out!). *Hosted by UMD International Club*

**Saturday, November 7th, Kirby Ballroom, 7 - 12am FREE**  
**Night of the Dead Dance Party**  
A chance to make students aware of all the different dances in South/Central America and Spain. All varieties of Hispanic songs are played as well as popular Spanish songs known World wide. Dress in Black for Blacklights  
*Sponsored by Latino Chicano Student Association*

**Monday, November 9th**  
**UMD Ballroom, 1:00 pm**  
**Speaker Tonier Cain “Where There’s Breath, There’s Hope”**  
A victim of horrific childhood trauma herself, she has become a nationally recognized speaker on childhood trauma and trauma informed care—having served as the Team Leader for the National Center on Trauma Informed Care. Her story evokes anger, frustration, sadness, and despair. It often triggers past traumas. It motivates, it empowers
and it restores faith in humanity. It reminds us of the tremendous impact one individual can have on the life of another. To register please go to:
http://events.constantcontact.com/register/event?llr=8jmuencab&oeidk=a07ebky25mdceceef0d
Sponsored by Office of Cultural Diversity, Woodland Hills, Maurices, Concordia College Office of Diversity.

Monday, November 9th: Kirby Student Center 268; 5:30pm-7:00pm
NCWP Art Adventures: My Relationship Boundaries Revealed!
To introduce participants to the concept of boundaries and having healthy levels of independence in their intimate relationships.
Sponsored by North Central Windows Program and the Women’s Resource & Action Center

Tuesday, November 10th: Kirby Commons, 10am-2:00pm
APAA Bubble Tea Fundraiser
Come purchase delicious bubble tea with tapioca pearls and various flavors.
Sponsored by the Asian Pacific American Association

Tuesday, November 10th: Ballroom; 5:30pm-7:30pm
Self-Defense Workshop
There will be a short talk from the UMD police about the importance of safety and why you should learn Self Defense. This will be followed by an actual workshop of different Self Defense techniques.
Sponsored by the Women’s Resource and Action Center and the Women, Gender & Sexuality Studies Department

Tuesday, November 10th: Montague Hall 70; 7:00pm
International Lecture: Border Patrol Nation: Dispatches from the Front Lines of Homeland Security
Todd Miller has researched and written about U.S.-Mexican border issues for more than 10 years. He has worked on both sides of the border for BorderLinks in Tucson, Arizona, and Witness for Peace in Oaxaca, Mexico. He now writes on border and immigration issues for NACLA Report on the Americas and its blog “Border Wars,” among other places. He is at work on his first book, Border Patrol Nation, for the Open Media Series of City Lights Books
Sponsored by UMD Office of Diversity and Inclusion and UMD Royal D. Alworth, Jr. Institute for International Studies

The Alworth Institute Reading Group will be reading Todd Miller’s book: Border Patrol Nation: Dispatches from the Front Lines of Homeland Security; Inadmissible by Dr. Tamer Elsayed; Human Cargo: A Journey Among Refugees by Caroline Moorehead and Enrique’s Journey by Sonia Nazario. Check with the Alworth Institute (alworth1@d.umn.edu or 218.726.7753) for dates and venues- all are welcome to attend!

Wednesday, November 11th: Kirby Student Center 268; 12:00pm-1:00pm
Brown Bag: Advocacy 101
Learn about what it means to be an advocate to somebody who has been sexually assaulted. The Program for Aid to Victims of Sexual Assault (PAVSA) will talk about the basics of supporting a victim/survivor of sexual violence. Come ask questions and learn about resources. Feel free to bring your lunch!
Sponsored by the Women’s Resource and Action Center and the Women, Gender & Sexuality Studies Department

Thursday, November 12th: SpHC 135; 5:30pm-7:00pm
Self-Defense Workshop
There will be a short talk from the UMD police about the importance of safety and why you should learn Self Defense. This will be followed by an actual workshop of different Self Defense techniques.
Sponsored by the Women’s Resource and Action Center and the Women, Gender & Sexuality Studies Department
Thursday, November 12th: Garden Room; 6:00pm-7:30pm
Save the Boundary Waters Sulfide-Ore and Copper Mining event
MPIRG and the Sierra Club helped to create the Boundary Waters into a paddle only zone in 1978, which has over one million acres of pristine and unspoiled waters and forests. Sulfide Mines are being proposed right near the Boundary Waters Canoe Wilderness Area and pollution would flow directly into the heart of this national treasure. Each mine would continually pollute this area for at least 500 years. Ingrid Lyons, Organizer with Save the Boundary Waters will present on the environmental, economic, and social justice aspects of this particular mine and how we can take action to protect this land.
Sponsored by the Minnesota Public Interest Research Group and Sierra Club

International Education Week November 16-20, 2015

Monday, November 16th-Friday, November 20th
Consent Week
Join us for a week full of events promoting the new affirmative consent policy, “Yes Means Yes.” There will be t-shirts for sale in the tabling area and several presentations throughout the week promoting consent culture and sex positivity.
Sponsored by the Minnesota Public Interest Research Group, the Women’s Resource and Action Center, and the Office of Student Conduct

Monday, November 16th: Garden Room, 4:00pm
Consent Week: BEST Party Model
Sick of rotten parties? Want to create a party revolution? Learn how to make your party spaces safe and equitable for all! Come learn how to use the BEST Party Model at your next party in this fun, interactive workshop. 
Presented by Men As Peacemakers
Sponsored by the Minnesota Public Interest Research Group, the Women’s Resource and Action Center, and the Office of Student Conduct

Monday, November 16th: Kirby Student Center 268; 5:30pm-7:00pm
NCWP Art Adventures: Turning Over a New Leaf
To provide participants with the opportunity to think of their old leaves (past) and turn it over, transforming it into a new leaf, and a new life.
Sponsored by North Central Windows Program and the Women’s Resource & Action Center

Tuesday, November 17th: Kirby Student Center 268; 4:00-6:00pm
Consent Week: Got Your Back! Bystander Intervention
Have you ever experienced a situation that made you feel like you wanted to step in and help someone but you didn’t?? Join us in this interactive workshop that aims to deliver the message of how we can safely and effectively take care of each other and positively impact our campus culture. UMD, We Got Your Back!! 
Facilitated by UMD Health Services, Peer Sexual Health Educators (S/HE)
Sponsored by the Minnesota Public Interest Research Group, the Women’s Resource and Action Center, and the Office of Student Conduct

Wednesday, November 18th: Chem 200; 6pm
Consent Week: The Hunting Ground
An exposé of rape crimes on U.S. college campuses, their institutional cover-ups, and the devastating toll they take on students and their families.
Film showing and discussion to follow.
Thursday, November 19th: Garden Room; 4:00-5:30pm  
Consent Week: BDSM, Kink, and Consent  
Let's talk about consent, baby! Sex-positive presentation by Lee Hansen.  
Sponsored by the Minnesota Public Interest Research Group, the Women's Resource and Action Center, and the Office of Student Conduct

Saturday, November 21st: UMD Ballroom, 5:30pm  
APAA Annual Culture Show  
Come and enjoy a delicious meal from Asian cultures as well as a performance held by the Asian Pacific American Association students organization.  
Sponsored by the Asian Pacific American Association

Monday, November 23rd: Kirby Student Center 268; 5:30pm-7:00pm  
NCWP Art Adventures: The Coldest Day  
To allow each participant a chance to begin to rectify and release negative feelings from the past, celebrate the present and look forward to the future, by creating an image of yesterday, today, and tomorrow.  
Sponsored by North Central Windows Program and the Women’s Resource & Action Center

Monday, November 23rd: Garden Room; 6:00pm-7:30pm  
15 Now! Panel  
MPIRG hosts informative panel discussion on the 15 Now! campaign to raise the minimum wage. Learn about why $15 is being pushed as a minimum wage, strategies for the campaign, and income inequality issues in the area.  
Sponsored by the Minnesota Public Interest Research Group

Monday, November 30th: Kirby Student Center 268; 5:30pm-7:00pm  
NCWP Art Adventures: Bracelet Making - Holidays with HeART Series  
When conducting this workshop in December you can take this opportunity to talk about what the holidays mean and discuss things to be thankful for. Also note, these workshops can be adapted to any time of the year - not just for the holidays.  
Sponsored by North Central Windows Program and the Women’s Resource & Action Center

December  
December 12 is the last day of classes

Tuesday, December 1st: Kirby Student Center 268; 12:00pm-1:00pm  
Write for Rights  
Join us to change the lives of women through an Amnesty International letter writing campaign. The writing kick-off will be happening on December 1st. Please stop by any time during December 1-9 in the Multicultural Center to write a letter and change lives.  
Sponsored by the Women’s Resource and Action Center and the Women’s, Gender and Sexuality Department.

Wednesday, December 2nd: Kirby Ballroom; 4:30pm  
Color Blind Racism: Racism Without Racists
Professor Eduardo Bonilla-Silva, Professor and Chair of Sociology at Duke University, to speak to the campus and Duluth/ Superior communities on *Color Blind Racism: Racism Without Racists*. Professor Bonilla-Silva is here as part of the activities associated with the (first) annual African American Studies Program Roundtable. *Sponsored by Department of Anthropology/Sociology and Office of Cultural Diversity and*

**Saturday, December 5th, UMD Ballroom, Time TBD**

**Kwanzaa**
An annual showcase event with dinner held during December celebrating the holiday Kwanzaa and its history in Black culture. Many events feature aspects from Black and African culture, including original raps, or traditional dances.  
*Sponsored by UMD Black Student Association*

**Monday, December 7th:** Kirby Student Center 268; 5:30pm-7:00pm  
**NCWP Art Adventures: Poetic Journaling**  
Expressing your day, DREAMS, ideas and emotions with words, images and alterations Emily Minor and Leah Hansen.  
*Sponsored by North Central Windows Program and the Women’s Resource & Action Center*

**Monday, December 14th:** Kirby Student Center 268; 5:30pm-7:00pm  
**NCWP Art Adventures: Peace Wreath**  
To have participants contribute to the winter decorations by creating a personal Peace Wreath made from their own hand shapes. This activity motivates participants to think about what creates peace in their lives and in the world and in what ways they can use their own hands to create a more peaceful world.  
*Sponsored by North Central Windows Program and the Women’s Resource & Action Center*

**January**

**Saturday, January 23rd:** Kirby Ballroom; Food served at 4:00pm Stories at 5:00pm-10:00pm  
**3rd Annual Mid Winter Storytelling Extravaganza**  
Come hear traditional Ojibwe stories told in the Ojibwe language and then translated. There will also be a silent auction and art will be sold at the event.  
*Sponsored by the Anishinaabe Student Organization*

**Wednesday, January 27th:** Kirby Student Center 268; 12:00pm - 1:00pm  
**Brown Bag: Trafficking in the Arrowhead: An Overview**  
Sex trafficking is an international problem. But, it also strikes close to home, the Twin Ports have been reported as being a major hub for trafficking and prostitution in Minnesota. American Indian women and girls are most vulnerable.  
Join us as Nigel Perrote, Safe Harbor Regional Navigator, shares the current status of trafficking in the Arrowhead region.  
*Sponsored by the Women’s Resource and Action Center, PAVSA and the Women, Gender and Sexuality Studies Department.*

**February**

**Mondays, February 1st, 8th, 15th, 22nd, 29th :** Kirby Student Center 273B (TV Lounge); Time 12:00-5:00 pm  
**Black Movie Day**  
*Sponsored by the Black Student Association*

**Thursday, February 4th:** Kirby Rafters; 7:00PM
Screening “My Friend Martin”
Join us as we watch “My Friend Martin”. Admission is free.
Sponsored by the Black Student Association

Monday, February 8th: Bohannon 104; 5:30pm - 7:00pm
NCWP Art 4 Healing: Affirmation Mandala
To allow participants to identify positive affirmations through different forms of meditation. Participants will meditate through a listening style called Lectio Divina and and create a beautiful Shrinky Dink Mandala.
Sponsored by the Women’s Resource and Action Center, and North Central Windows Program

Wednesday, February 10th: Kirby Student Center 268; 12:00pm - 1:00pm
Brown Bag: What is love? Baby Don’t Hurt Me No More
Learn about the different types of love and how they relate to the three core components of romantic relationships. Understand the difference between a healthy and an unhealthy relationship. Lastly, explore what your personal “deal breakers” are within a relationship.
Feel free to bring your own lunch to the presentation! We will have tea, coffee and many give aways!
Sponsored by the Women’s Resource and Action Center, Planned Parenthood, and the Women, Gender and Sexuality Studies Department.

Wednesday, February 10, 2016: Kirby Ballroom 10:00am - 2:00pm
Refugee for 30 Minutes: Exhibit of refugee Information and Experiences
Presented by UWS Political Science Students in Cooperation with the Northland Chapter of the American Red Cross
Sponsored by the Alworth Institute

Wednesday, February 10th: Kirby Commons; 6:00pm - 8:00pm
Self Defense Workshop
Come learn Self Defense techniques. It is good to constantly refresh your mind about these skills because you never know when they can come in handy. Feel to join us at this work with new ideas since the facilitator Chris Shovein loves your input during these workshops.
Sponsored by the Women’s Resource and Action Center, Commission for Women, and the Women, Gender and Sexuality Studies Department.

Thursday, February 11th: Location: Ballroom; 6pm
I Love Female Orgasm!
Join us to laugh and learn about the “big O,” the most popular topic sex educators Lindsay Fram and Marshall Miller teach about! Orgasm aficionados and beginners of all genders and sexual orientations are welcome to come learn about everything from multiple orgasms to that mysterious G-spot. Whether you want to learn how to have your first orgasm, how to have better ones, or how to help your partner, they cover it all with lots of humor, plenty of honesty, and an underlying message of sexual health and women's empowerment. Are you coming?
Sponsored by the Women’s Resource and Action Center, Planned Parenthood and the Women, Gender and Sexuality and Studies Department.

Thursday February 11th: Location: Garden Room 3-4pm. 2/11
Disability101.
Join Access For All & the Awareness Campaign for Disability101.
A public forum to discuss the inclusion of people with disabilities at UMD. You will hear people from AFA and the Awareness Campaign talking about stereotypes and other things related to people who have disabilities. There will be food! Hope to see you there!
Thursday and Friday, February 11th-12th: Kirby Commons
Consent Week Tabling
Tabling will be about the importance of affirmative consent and reminding students about the affirmative consent policy with the upcoming romantic holiday. This will be encouraging people to be respectful and mindful of their partners at all times. In accordance with WRAC and going to be selling their t-shirts, and our cookies. Free buttons and social justice valentine's will be available as well. There will also be flyers for the "I <3 the female orgasm" and the sexpo.

Sponsored by the Minnesota Public Interest Research Group and the Women’s Resource and Action Center

Friday, February 12th: Ballroom
Valentine’s Social
In collaboration with the Multicultural Center, spend valentine’s learning about various forms of love through art, dance (DJ provided) and photos.

Sponsored by the Asian Pacific American Association

Saturday, February 13: Ballroom
Oromo Night
The ticket sale will be going on until Friday the 12th of February room 9am-3pm Monday-Friday. Tickets are $5 for students and $7 for the General Public. Get your tickets before they are sold out!

Sponsored by the Oromo Student Association

Monday, February 15th: Bohannon 104; 5:30pm - 7:00pm
NCWP Art 4 Healing: Personal Needs Flower
This workshop provides an opportunity for participants to notice their personal needs by creating a flower where each petal represents one need. They will begin to see the many layers of needs—physical, emotional and spiritual—and to honor all these layers. To notice that our needs are deeply linked to who we are as a unique and special person.

Sponsored by the Women’s Resource and Action Center, and North Central Windows Program

Wednesday, February 17th: Kirby Commons; 7:00pm - 9:00pm
Self Defense Workshop
Come learn Self Defense techniques. It is good to constantly refresh your mind about these skills because you never know when they can come in handy. Feel to join us at this work with new ideas since the facilitator Chris Shovein loves your input during these workshops.

Sponsored by the Women’s Resource and Action Center, Commission for Women, and the Women, Gender and Sexuality Studies Department.

Saturday, February 20th: Kirby Ballroom (Dinner & Fashion Show) @ 5:30pm, Marshall Performing Arts Center, MPAC (Performances) @ 7:00pm
Feast of Nations
Join International club for the 48th annual Feast of Nations! Featuring a worldly selection of foods to feast on and performers from around the globe!

Sponsored by International Club

Monday, February 22nd: Kirby Commons; 10am-2pm
APAA Bubble Tea
Come purchase delicious bubble tea with tapioca pearls and various flavors.  
Sponsored by the Asian Pacific American Association

**Monday, February 22nd**: Bohannon 104; 5:30pm - 7:00pm  
**NCWP Art 4 Healing: Inner Self Portrait**  
To learn more about yourself by going within and discovering your inner self through creating a portrait.  
*Sponsored by the Women’s Resource and Action Center, and North Central Windows Program*

**Wednesday February 24th**: Location: Griggs Center 5:30-6:30pm  
**Access for All and Arc Northland present Offense Taken: A Discussion About Using People-First Language.**  
Join Access for All and Arc Northland to discuss people-first language around people with disabilities and how to be more welcoming and inclusive in your everyday life. We will watch a short film called "Offense Taken" and then talk more about our thoughts while eating pizza, hanging out, and having fun!  

**Wednesday, February 24th**: Kirby Commons; 6:00pm - 8:00pm  
**Self Defense Workshop**  
Come learn Self Defense techniques. It is good to constantly refresh your mind about these skills because you never know when they can come in handy. Feel to join us at this work with new ideas since the facilitator Chris Shovein loves your input during these workshops.  
*Sponsored by the Women’s Resource and Action Center, Commission for Women, and the Women, Gender and Sexuality Studies Department.*

**Thursday, February 25th**: Garden Room; 4:30pm - 5:30pm  
**Meet and Greet with City Council**  
Duluth's elected officials and UMD students will be meeting over coffee and cookies to discuss our city. Listen and ask questions. Present concerns and offer gratitude. Our city Councilors want to know what is on the minds of UMD students! The event is open for everyone to come but the intent is to be for the students voices to be heard.  
*Sponsored by the Minnesota Public Interest Research Group and Student Association*

**Monday, February 29th**: Bohannon 104; 5:30pm - 7:00pm  
**NCWP Art 4 Healing: Power and Control Wheel**  
To understand the cycle of violence and the dynamics of the power and control wheel. To give each participant the opportunity to tell their own story of abuse by writing, drawing and collaging into a blank power and control wheel.  
*Sponsored by the Women’s Resource and Action Center, and North Central Windows Program*

**March**  
**Women’s History Month**

**Monday, February 29**: Bohannon Hall 90, 12 Noon  
**Reconsidering the Bully**: A Conversation with Jeanine Weekes-Schroerer and George Hoagland  
*Sponsored by the Women’s Resource and Action Center, Commission for Women, and the Women, Gender and Sexuality Studies Department.*

**Wednesday, March 2**: Kirby Commons; 7:00pm - 9:00pm  
**Self Defense Workshop**  
Come learn Self Defense techniques. It is good to constantly refresh your mind about these skills because you never know when they can come in handy. Feel to join us at this work with new ideas since the facilitator Chris Shovein loves your input during these workshops.
Sponsored by the Women’s Resource and Action Center, Commission for Women, and the Women, Gender and Sexuality Studies Department.

Thursday, March 3rd: KSC Rafters; 12:00pm
Brown Bag Presentation – Peeking into China: A Personal Reflection on Teaching in a Dalian High School – Presented by Jolane Sundstrom, Duluth Public School teacher, and John Sundstrom, retired Duluth Community Education Coordinator
*Sponsored by the Royal D. Alworth, Jr. Institute for International Studies*

Saturday, March 5: Garden Room; 7:00pm
**Divestment Training**
Guest speakers Giulia Girgenti and Patty O'Keefe are presenting a divestment training at UMD in the Garden Room this Saturday! Join us to learn more about this extremely important issue! Divestment is the opposite of investment. We as students are working with our universities to divest funds from fossil fuels, for profit prisons and more.
*Sponsored by the Minnesota Public Interest Research Group*

Monday, March 14: Griggs Center; 5:00 pm Refreshments Provided
*Sponsored by the Women, Gender and Sexuality Studies Department and the Office of Intercultural Initiatives*

Monday March 14th: Montague Hall 80, 7:00pm
**Speaker Nekima Levy-Pounds**
Nekima Levy-Pounds is an award-winning professor of law, civil rights attorney, Minneapolis NAACP President, and nationally recognized expert on social justice issues at the intersection of race, economics, public policy, and the criminal justice system. She will be speaking about the Black Lives Matter movement.
*Sponsored by the Minnesota Public Interest Research Group, UMD Sociology-Anthropology Department, UMD College of Liberal Arts*

Thursday, March 17th: KSC Rafters; 12 pm
Brown Bag Presentation – You can Travel to Ireland for St. Patrick’s Day (well, sort of) – Presented by Carol Michealson and Deborah Good, retired UMD staff members; Molly Larson and Cindy Christian, UMD staff members; and, Colleen Greene, retired elementary school.
*Sponsored by the Royal D. Alworth, Jr. Institute for International Studies*

Thursday, March 17: Bohannon Hall 90; 7:00pm
**Winona LaDuke**, Founding Director of the White Earth Land and Recovery Project (WELRP) Winona LaDuke is an Anishinaabekwe (Ojibwe) enrolled member of the Mississippi Band Anishinaabeg who lives and works on the White Earth Reservations. She is also the Executive Director of Honor the Earth, where she works on a national level to advocate, raise public support, and create funding for frontline native environmental groups.
*Sponsored by Center for Ethics and Public Policy, WGSS dept, The Royal D. Alworth Jr. Institute for International Studies & GUESS dept*

Friday March 18th: Location: Griggs Center 12-1pm
**Disability101.**
Join Access For All & the Awareness Campaign for Disability101.
A public forum to discuss the inclusion of people with disabilities at UMD. You will hear people from AFA and the Awareness Campaign talking about stereotypes and other things related to people who have disabilities. There will be food! Hope to see you there!

Sponsored by Access for All & the Awareness Campaign

Saturday Mar
Friday March 18th: Location: Griggs Center 12-1pm
Disability101.
Join Access For All & the Awareness Campaign for Disability101. A public forum to discuss the inclusion of people with disabilities at UMD. You will hear people from AFA and the Awareness Campaign talking about stereotypes and other things related to people who have disabilities. There will be food! Hope to see you there!

Sponsored by Access for All & the Awareness Campaign

Saturday March 19th: Greysolon Ballroom; 5:00 pm,
Ebony Ball. Cost single ticket $10.00, couples $18.00, community, faculty and staff $15.00 per person. A formal ball, to celebrate unrecognized students and people of the community for their achievements- complete with dancing and food!

Sponsored by the Black Student Association

Monday, March 21st: Education 50; 7:00 pm
Alworth Book Club – Discussion of the book, Enrique’s Journey, by Sonia Nazario – Nazario will not be present but will speak at UMD on April 5th (see below)

Sponsored by the Royal D. Alworth, Jr. Institute for International Studies, Office of Equity and Inclusion and Latino/Chicana Student Association

Monday, March 21st: Bohannon 104; 5:30pm - 7:00pm
NCWP Art 4 Healing: Permission Canvas
This workshop can give participants permission to do something they have been longing to do, to change a habit, or let go of something.

Sponsored by the Women’s Resource and Action Center, and North Central Windows Program

Tuesday, March 22nd: Griggs Center; 4:00 pm to 5:30pm
Special Event - Global Café Duluth: Festivals Around the World – Refreshments, Food and Activities

Sponsored by the Royal D. Alworth, Jr. Institute for International Studies

Wednesday, March 23rd: Kirby Student Center 268; 12:00pm - 1:00pm
Presented by Dr. Beth Bartlett
Dr. Beth Bartlett, of the Women, Gender and Sexuality Studies Department, will share the history of the grassroot feminist organizations in the Twin Port area.

Sponsored by the Women’s Resource and Action Center and the Women, Gender and Sexuality Studies Department.

Wednesday, March 23rd: Bohannon Hall 90; 7:00 pm
International Lecture - A World Disrupted: Five Global Challenges that will Shape our Future - Presented by Thomas Hanson, retired U.S. State Department Official and Alworth Institute Diplomat in Residence.

Sponsored by the Royal D. Alworth, Jr. Institute for International Studies
**Wednesday, March 23rd:** TV Lounge (KSC 273); 7:00pm - 8:00pm

**Save the Boundary Waters Presentation**
MPIRG’s Environmental Justice students will present on the proposed Twin Metals Sulfide Ore Mining and its potential effects to our national treasure and our people. Topics covered will include: economics, environment, and health & safety. Come learn more about why this mine is different than any other proposed mines in the region.
_Sponsored by The Minnesota Public Interest Research Group_

**Thursday, March 24th:** KSC Rafters; 12 pm

**Brown Bag Presentation – Cultural Heritage Sustainability: The Saami & Leech Lake Band of Ojibwe** –
Presented by Rachel Phelps, UMD Alumna
_Sponsored by the Royal D. Alworth, Jr. Institute for International Studies_

**Thursday, March 24th:** Kirby Commons (tabling area); 5:00pm - 7:00pm

**Environment and Volunteering in the Community**
_Sponsored by Students Engaged in Rewarding Volunteer Experiences. Join us to learn about how you can get involved with organizations such as the aquarium, the zoo, and wildlife refuge. There will be animals, raffle, and food! Stop by anytime._

**Thursday, March 24th:** TV Lounge (KSC 273); 7:00pm

**Flow: Film Showing**
Irena Salina’s award-winning documentary investigation into what experts label the most important political and environmental issue of the 21st Century - The World Water Crisis. Beyond identifying the problem, FLOW also gives viewers a look at the people and institutions providing practical solutions to the water crisis and those developing new technologies, which are fast becoming blueprints for a successful global and economic turnaround.
_Free Popcorn!_
_Sponsored by the Minnesota Public Interest Research Group_

**Friday, March 25th:** Rafters; 7-10pm

**Under the Sea All Abilities Dance**
Access for All is hosting an event called "Under the Sea All Abilities Dance" and it will be taking place on March 25th 7-10pm. in the Kirby Rafters It is completely free and open to the public. It is an under the water-themed dance for all abilities and all ages to come and celebrate differences. There will be free food, prizes, activities, and more. Family-friendly event and community members welcome. Hope to see you there!
_Sponsored by Access for All_

**Friday, March 25th:** Griggs Center; 6:00pm - 9:00pm

**International Women’s Day Reception**
Join the Women’s Resource & Action Center in our annual celebration of International Women’s Day. The theme for International Women’s Day is Pledge for Parity. Help us honor women who have helped accelerate gender parity both locally and globally.
_Sponsored by the Women’s Resource and Action Center and the Women, Gender and Sexuality Studies Department._

**Monday, March 28th:** Bohannon 104; 5:30pm - 7:00pm

**NCWP Art 4 Healing: Funeral of the I Can’ts**
Taking the things stopping us from moving forward and processing them in a way that allows us to move past them.
_Sponsored by the Women’s Resource and Action Center, and North Central Windows Program_

**Monday, March 28th:** KSC Rafters; 12 pm
Brown Bag Presentation – Notes from a Missing Person: Poems from the Korean Adoptee Diaspora -
Presented by Dr. Jennifer Kwon Dobbs, Associate Professor, English, and Program Director of Race and Ethnic
Studies, St. Olaf College
Sponsored by the Royal D. Alworth, Jr. Institute for International Studies

Tuesday, March 29th: Kirby Commons; 10am-2pm
APAA Bubble Tea
Come purchase delicious bubble tea with tapioca pearls and various flavors.
Sponsored by the Asian Pacific American Association

Tuesday, March 29th: Kirby Garden Room; 6:00pm-7:00pm
Check Your Privilege
Join MPIRG for an interactive presentation and Q&A on privilege (racial, gender, socioeconomic, religious, ability,
etc.) by Dr. Sheryl Grana, a Sociology professor at UMD.
Sponsored by the Minnesota Public Interest Research Group

Wednesday, March 30th: Kirby Rafters; 3:30pm
15 Now! Panel
15 Now is a nationwide movement to raise the minimum wage to $15 an hour. This panel will feature organizers
from the state and national level, a local business that currently pays its employees a $15 minimum wage and local
Duluthians working on economic justice. This is a great opportunity to learn more about the movement and ask
questions. Free for all ages, casual, public event.
Sponsored by the Minnesota Public Interest Research Group

Wednesday, March 30th: Bohannon Hall 90; 7:00 pm
International Lecture – Turkey and the Syrian Refugee Crisis - Presented by Dr. Cigdem Benem, Visiting
Professor, Department of Political Science, Boston College
Sponsored by the Royal D. Alworth, Jr. Institute for International Studies

Wednesday, March 30th: Griggs Center; 7:00 pm
Women’s History Month Speaker Margaret Randall
Feminist poet, writer, photographer and social activist
Sponsored by the Women, Gender and Sexuality Studies Department, Women’s Resource and Action Center, Office
of Cultural Diversity, Commission for Women and GLBT Services

Thursday, March 31st: KSC Garden Room; 12:00 pm
Brown Bag Presentation Resistance and Remembrance: Copenhagen, L'viv, Krakow & Warsaw – Presented
by Dr. Deborah Petersen-Perlman, Chair, Baeumler-Kaplan Holocaust Committee, and Dr. Alexis Pogorelskin,
UMD Professor of History
Sponsored by the Royal D. Alworth, Jr. Institute for International Studies, Baeumler-Kaplan Holocaust
Commemoration Committee.

April
Date TBD: Location & Time TBD
Child Marriage: Stolen Lives Not Just Abroad
Sponsored by the Women’s Resource and Action Center Members

Friday, April 1st: Rafters, 6:00 pm
Asian Awareness Month Open Mic

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Saturday, April 2nd: Rafters, 6:00 pm
Hmong Heritage Event
For More information contact Kaohlee Vue at vuexx112@d.umn.edu 218-726-6335
Sponsored by the Hmong Living in Unity and Balance

Monday, April 4th-Thursday, April 7th: Kirby Commons; 9:00 am-3:00 pm
Enough is Enough Week Tabling
Students can sign a pledge that they will keep their campus safe from violence.
Sponsored by the Office of Student Conduct

Monday, April 4th: Montague Hall 208; 12:00 pm
Brown Bag Presentation – Creating Hope and Opportunity in Guatemala – Presented by Kallie Sandell, US Vision Team Manager, Common Hope
Sponsored by the Royal D. Alworth, Jr. Institute for International Studies

Monday, April 4th: Bohannon 104; 5:30pm - 7:00pm
NCWP Art 4 Healing: Watercolor Windows
Reflection on past, present, and future selves.
Sponsored by the Women’s Resource and Action Center, and North Central Windows Program

Monday, April 4th: Griggs Center; 6:00 pm
Enough is Enough: Craft Night
Work on crafting objects that promote peace throughout the school.
Sponsored by the Office of Student Conduct

Monday, April 4th - Friday 15th: Bus Hub
Clothesline Project
The Clothesline Project is a visual display meant to raise awareness and bear witness to domestic violence, sexual assault/abuse and violence against women. Each shirt tells the story of a different survivors experience. T-shirts are made by survivors and those who care about them. The shirts you see displayed here have been made by people in your community and tell true stories of people you may know. Decorating a T-shirt gives survivors the power to use their voice and tell their story. Many victims find that this artistic way of raising awareness has helped heal them on their journey. Please take a moment to look at the clothesline and think about what we can do to end the suffering!
Sponsored by the Women’s Resource and Action Center and the Women, Gender and Sexuality Studies Department.

Monday April 4th: Location: Rafters 2-3pm
Disability101.
Join Access For All & the Awareness Campaign for Disability101.
A public forum to discuss the inclusion of people with disabilities at UMD. You will hear people from AFA and the Awareness Campaign talking about stereotypes and other things related to people who have disabilities. There will be food! Hope to see you there!
Sponsored by Access for All & the Awareness Campaign

Tuesday, April 5th: Kirby Lounge 5-7pm
Come and enjoy some delicious Asian cuisines by playing authentic games from Asia. This event is free and opened to all!
Sponsored by Asian Pacific American Association
Tuesday, April 5th, UMD Bohannon Hall 90; 7:00 pm
Speaker Sonia Nazario, Enrique’s Journey
Pulitzer-Prize winning author, Sonia Nazario will tell the story of "Enrique's Journey" based on her book of the same title. She retraced the path of a young boy who made his way from Honduras to the United States to find his mother who had come to the US for work. She will discuss this experience in light of the issues of child immigrants from Central America. Nazario has won several awards for her coverage and advocacy for such children.
Free and Open to the Public
Sponsored by the Royal D. Alworth, Jr. Institute for International Studies, Office of Cultural Diversity, Latino/Chicana Student Association, Commission for Women

Wednesday, April 6th: Kirby Student Center 268; 12:00pm - 1:00pm
Brown Bag: Sexual Assault - It’s Not Your Fault
Presented by Jude Foster
Come learn about the dynamics, issues, and impacts of sexual violence. Acquire skills to help a friend and get involved in the movement. Participate in open dialogue and ask questions.
Sponsored by the Women’s Resource and Action Center, PAVSA, and the Women, Gender and Sexuality Studies Department.

Wednesday, April 6th: Bohannon 90; 7:00 pm
Enough is Enough: Night of Speakers
There will be 3 different speakers who will be addressing the importance of the fight against different types of societal violence.
Sponsored by the Office of Student Conduct

Thursday, April 7th: Griggs EF Conference Room; 6:00 pm
Enough is Enough: Self-Defense Class
An officer will teach basic skills to keep yourself safe and to protect others.
Sponsored by the Office of Student Conduct

Monday, April 11th: Bohannon 104; 5:30pm - 7:00pm
NCWP Art 4 Healing: Screaming Bags
Release and a recognition of feelings.
Sponsored by the Women’s Resource and Action Center, and North Central Windows Program

Monday, April 11th: Dudley Experimental Theatre; 5:00pm -7:00pm
Mock Rape Trial
The purpose of this trial is purely educational. The realities of an actual trial are often misunderstood due to sensationalized media presentations of victim-survivors, perpetrators of rape, and rape trials. St. Louis County Judge Tarnowski will preside over this mock rape trial based on true cases. Student volunteers from the audience will comprise the jury.
Sponsored by the Women’s Resource and Action Center, and the Women, Gender and Sexuality Studies Department.

Tuesday, April 12th: Room TBD; 5pm
APAA Presents Guest Speaker Esera Tuaolo
Esera Tuaolo is an Asian Pacific American Islander that is a former professional football player for Vikings, Packers, Panthers and Jaguars. In 2002, he announced to the public that he is gay on HBO’s Real Sports. He also appeared on the Oprah Winfrey show to share his coming out story. He will discuss this experience to the UMD public. FREE & OPEN to the public.
Wednesday, April 13th: Solon Campus Center 120; 7:00 pm
International Lecture - Jim Larkin, Jack Carney, and the Chicago Irish Worker newspaper (1917) Presented by James Curry, Research Scholar, Moore Institute and History Department, National University of Ireland (NUI) Galway and the 2016 Alworth Institute International Fellow
*Sponsored by the Royal D. Alworth, Jr. Institute for International Studies*

Wednesday, April 13th: Kirby Student Center 268; 11:00am - 12:00pm
**Brown Bag: Not Just a Fight**
Presented by UMD Senior Nile Sky Hammelman
Come join for a roundtable discussion on how Intimate Partner Violence affects college students—Learn about red flag signs of abuse, how to help a friend experiencing an unhealthy relationship, and how to date safely! Partner with us in solidarity to help end this cycle of violence.
*Sponsored by the Women’s Resource and Action Center*

Thursday, April 14th: Life Science 175; 12:00 pm
**Brown Bag Presentation – Myanmar: Two Generations Later** – Presented by Dr. Jerry Hembd, UWS Professor of Business and Economics
*Sponsored by the Royal D. Alworth, Jr. Institute for International Studies*

Thursday, April 14th: Kirby Rafters; 6:00pm - 8:00pm
**Arts for Activism**
MPIRG at UMD invites you to join in an evening of art centered around environmental, economic, and social justice! All artistic forms are welcome—painting, sculpture, music, poetry, film, photography, dance, and more!
6:00PM: Presentation by Dr. Daniel Martin on Artistic Protesting. 6:20PM: Performances begin! Now Accepting Art Submissions! Email umdmpirg@d.umn.edu to reserve your space/time at the event!
You do not need to submit work to attend.
*Sponsored by the Minnesota Public Interest Research Group and the Kirby Program Board*

Friday April 15th: Location: Griggs Center 12-1pm
**Disability101.**
Join Access For All & the Awareness Campaign for Disability101.
A public forum to discuss the inclusion of people with disabilities at UMD. You will hear people from AFA and the Awareness Campaign talking about stereotypes and other things related to people who have disabilities. There will be food! Hope to see you there!
*Sponsored by Access for All & the Awareness Campaign*

Friday, April 15th: Greysolon Ballroom, 231 East Superior Street, Duluth MN; 5:00 pm
**27th Annual Fiesta**
Join us in our 27th Annual Fiesta! With delicious cultural foods and delightful entertainment. Tickets will go on sale on April 1st from 10:00a.m. to 2:00p.m. in front of the UMD bookstore. For more information contact Susana Pelayo-Woodward at swoodwar@d.umn.edu, or by calling 218-726-8444
*Sponsored by the Latino Chicano Student Association*

Monday, April 18th: Garden Room; 6:30pm
**Addressing Islamophobia**
A panel addressing Muslim students’ experiences with Islamophobia, at UMD in particular. Bring friends and questions that you might have. Free and open event to everyone.
Monday, April 18th: Griggs Center; 7:00 pm
**International Lecture – Human Rights and the Immigration and Refugee Experience** – Presented by 2016 Fellows from the Human Rights Center, University of Minnesota Law School
*Sponsored by the Royal D. Alworth, Jr. Institute for International Studies*

Monday, April 18th: Bohannon 104; 5:30pm - 7:00pm
**NCWP Art 4 Healing: Befriending Your Feelings**
Allows participants an opportunity to explore and understand their feelings, know that all feelings are acceptable, and notice what their relationship to their feelings is like today. Participants do a series of quick, intuitive drawings, the focus being more on their experience than on the final product.
*Sponsored by the Women’s Resource and Action Center, and North Central Windows Program*

Tuesday, April 19th: Teatro Zuccone:6:30pm, Panel discussion to follow
**Special Showing of “It Happened Here”**
“A compelling new documentary from director Lisa F. Jackson and producer Marjorie Schwartz Nielsen, explores sexual assault on campuses through the personal testimonials of five survivors who transform their experiences into a springboard for change” - [http://www.ithappenedhere.org/](http://www.ithappenedhere.org/)
*Sponsored by PAVSA, The Women’s Resource and Action Center, and College of St. Scholastica*

Wednesday, April 20th: Kirby Student Center 268; 12:00pm - 1:00pm
**Brown Bag: Immigration**
This event will a panel of students explaining their personal immigration stories. We are currently looking for volunteer to share their stories, so please contact us for more information if you are willing to share.
*Sponsored by the Women’s Resource and Action Center and the Women, Gender and Sexuality Studies Department*

Wednesday, April 20th: Life Science 175; 6:00pm - 8:30pm
**Child Brides, Stolen Lives: Not Just Abroad**
*Child Bride, Stolen Lives* is an hour long special that reveals the issue of child marriages in Asia, Africa and the Americas. It tells the stories of young girls whose lives have been uprooted by early marriages and the cultural and economical pressures that factors in. After the film there will be a discussion on child marriage in the United State.
*Sponsored by the Women’s Resource and Action Center + Members and the Women, Gender and Sexuality Studies Department*

Thursday, April 21st: KSC Garden Room; 12:00 pm
**Brown Bag Presentation - Colonialism in the Dirt?: Transnational Encounters in Sri Lanka and the Dominican Republic** - Presented by Dr. Pat Farrell, UMD Professor of Geography
*Sponsored by the Royal D. Alworth, Jr. Institute for International Studies*

Friday, April 22: Kirby Bus Hub
**Bus Bike Walk UMD 2016**
MPIRG at UMD presents the 2016 Bus, Bike or Walk to UMD on April 22nd in the Kirby Bus Hub! WIN PRIZES! Snap a selfie while you Bus, Bike, or Walk to Campus that day and be entered for a chance to win some sweet swag. Post your photo here or come to the MPIRG table between 10-1pm in the bus hub. Stop by the bus hub to check out some campus and community organizations that promote alternative and active transportation for recreation, the environment, health, and equity!
*Sponsored by the Minnesota Public Interest Research Group*
Saturday, April 23: Romano Gym: 5:00 pm
African Night A celebration of African countries and people, with showcased entertainment and African food provided. For more information contact Jordon Moses at moseso78@d.umn.edu or 218.726.6187
Sponsored by the Black Student Association

Monday, April 25th: Bohannon 104; 5:30pm - 7:00pm
NCWP Art 4 Healing: Loving Heart Suncatchers
This workshop supports participants through a process that builds self-compassion through the creation of a shrinky-dink suncatcher.
Sponsored by the Women’s Resource and Action Center, and North Central Windows Program

Tuesday, April 26th: Solon Campus Center 120; 7:00 pm
International Lecture - Virginia Hyvarinen, Jack Carney, and the Duluth Truth newspaper (1917-20) - Presented by James Curry, Research Scholar, Moore Institute and History Department, National University of Ireland (NUI) Galway and the 2016 Alworth Institute International Fellow
Sponsored by the Royal D. Alworth, Jr. Institute for International Studies

Thursday April 28th: Location: Garden Room 5-7pm
Access for All presents Color The Night Away
Take a break from studying for finals and Come join Access for All to color away stress and worry! Coloring supplies, adult coloring books, and free pizza and treats will be available to all who want to come relax, color, and hang out! Color about how disability has impacted your life or someone you know or color and create anything you like! AFA hopes to hang your artwork on their cubicle in the Multicultural Center.
Sponsored by Access for All

May

Wednesday, May 4th: Kirby Student Center 355-357; 7:00 pm
Alworth Book Club – Discussion of the book, Inadmissible, by Tamer Elsayed – Memoir about an Egyptian immigrant to the U.S.
Sponsored by the Royal D. Alworth, Jr. Institute for International Studies
APPENDIX

Item 8
Office of Diversity & Inclusion  
2015-2016 
Assessment Survey 
Executive Summary

**History:** A survey was designed in 2013 to assess the overall satisfaction with the different programs housed in the Office of Diversity & Inclusion (ODI). These programs included: Women’s Resource and Action Center, Gay Lesbian Bisexual Transgender Services, African American Student Programs, International Student Services, Latinx/Chicana Student Programs, Asian/Pacific American Student Programs. In 2013, we realized that some of the services such as Tutoring, Financial Aid, & Academic Planning were not used by 30-47% of the respondents. Consequently, we modified our survey so that students would answer core questions applicable to every unit; students would also be able to select which programs they utilized and respond to questions applicable to the services provided by the program. Since 2014 to the amount of participants who were involved with the Office of Diversity & Inclusion increased drastically. This could be due to the combining of our African American, Asian American and Latin American programs into one entity instead of separate ones. This could be due to streamlining our services that include the following programs: Tutoring, Mentoring, Student Ambassadors, and STEM.

**Populations:** Survey respondents consisted of students who are members of the Multicultural Center (MC) community, probable users of one (1) or more of the six (6) program housed in the Office of Diversity & Inclusion (ODI). There were 247 respondents compared to the 96 respondents in 2014. This year’s breakdown is as follows: 13.38% (33) of respondents chose to rate the Gay Lesbian Bisexual Transgender (GLBT) programs and services compared to 16.67% (16) of respondents in the year 2014; 30.77% (76) of respondents chose to rate the International Student Services (ISS) programs and services compared to the 27.08% (26) of respondents in the year 2014; 26.32% (65) of respondents chose to rate the Women’s Resource and Action Center (WRAC) programs and services compared to the 16.67% (16) of respondents in the year 2014; 76.11% (188) of respondents chose to rate the Office of Diversity & Inclusion (ODI) programs and services which include: student organizations, advising, tutoring, mentor programs, and the student ambassador programs compared to the 90.63% (87 people) in the year 2014.

**Survey Method:** Emails were sent to group members in an email with an active link to the Campus Labs survey. The link to the survey was also posted on all 6 of the corresponding student organization Facebook Pages. Students were asked to participate in the survey to elicit feedback on our services.

**Results:**

**GLBT Services**

**Strengths**

- 83% of students would rate GLBT services as good or excellent
- 91% of students feel that the services are important to them
Student Comments

- “They are always willing and able to assist students, and do anything they can to help.”
- “Their inclusivity of all walks of life and how important they are to have in a world more attuned with the rights and struggles of GLBTQAI etc. persons.”

Opportunities for Improvement

- More diverse staff

Student Comments

- “Ensure that the new director has a good sense of authority and the role of the director versus the students, specifically within QASU.”
- “Hire more professional staff who can act as mentors and professional role models.”

International Student Services

Strengths

- 87% of students would rate ISS as good or excellent
- 98% of students feel that the services are important to them

Student Comments

- “Staff is exceptional. Goes above and beyond in caring about the students.”
- "They do their best to meet expectations of the students. And help them in every possible way."

Opportunities for Improvement

- Have updated information regarding scholarships.
- Include the whole campus in ISS events.

Women’s Resource and Action Center

Strengths

- 100% of students would rate WRAC as good or excellent

Student Comments

- “They are welcoming and safe environment.”
- “How open and welcoming the organization is. Also, they are a major asset to UMD because they offer a lot of education.”

Opportunities for Improvement

- More events or work between different offices.
- Pads, tampons, and condoms available for students.

Programs & Services (Advising, Tutoring, Mentor, Student Ambassadors, and STEM Programs)

Strengths

- 85% of students would rate the programs and services as good or excellent
Student comments
  ● There were many comments about how open and helpful the services and staff are.
  ● “Amazing provides great resources.”
  ● The amount of satisfaction with different services provided by the ODI has stayed relatively consistent with a slight increase in the satisfaction overall.
  ● Many students praised the ODI for its combination of the different services because it allowed easier access to resources.

Opportunities for Improvement
  ● Reach out to students more.

Student Comments
  ● “More staff available to help students throughout the semester.”
APPENDIX

Item 9
Office of Diversity & Inclusion

Women’s Resource & Action Center 2015-2016 Annual Report

Summary

The Women’s Resource & Action Center (WRAC) continues to be an inclusive, and welcoming organization for students, faculty and staff to receive support, resources, and education on a variety of topics regarding race, class, gender and sexual orientation. This year, WRAC had several goals; we wanted to host several large scale events, build upon our Self-Defense Workshops, receive increased funding for our sexual assault services, and build a connection with WRAC members. We were able to achieve all our goals and more!

The large scale events we aimed to host were Take Back the Night, I Love Female Orgasm, and International Women’s Day. This was the first year Take Back the Night was organized by WRAC, College of St. Scholastica, and UW Superior rather than PAVSA, and was hosted around the UMD campus. In order to host I Love Female Orgasm, a nationally renowned sex education program, we fundraised about $600 from selling “Got Consent?” t-shirts. WRAC expanded on our International Women’s Day event by having a reception with Rachel Kilgour, Shunu Shrestha, and student performers. Furthermore, WRAC received a grant to improve our Self-Defense Workshops with UMD police officer Chris Shovein. WRAC continues to be a major educator at UMD on sexual violence issues, and is a confidential reporting office. Therefore, we were able to receive an increase in Student Service Fee funds for the next academic year which will be dedicated to continuing and improving our sexual assault programming. Lastly, many WRAC members asked for increased involvement in WRAC activities. To meet this need WRAC began general meetings. Our general meetings engaged several members to create and host the event Child Brides, Stolen Lives: Not Just Abroad. WRAC continues to collaborate with on-campus and community organizations for many of our events and programming.

There has been an increase in office visits, volunteer hours, and email membership. Despite our successes, we did not have as many people reserve our Nursing Parents’ rooms. There are several possible reasons for this, such as lack of awareness, graduation, or children have aged out of nursing. However, UMD has limited resources for student parents. One recommendation is for the WRAC to expand and provide resources to student parents. Another recommendation is to keep improving LGBT inclusion. The LGBT community faces sexual violence at unprecedented rates, so it is necessary for WRAC to remain a safe place for people of all genders and sexual identities. Based on member interest, there is a recommendation to have more events surrounding sex trafficking, and change the brown bag time once in a while. Better volunteer training has also been mentioned by members. Finally, based on the numbers, WRAC events have lower attendance during the spring semester than the fall semester. Although, this may be a natural trend for college student activities, developing new advertising methods which can be used in the spring may lead to attendance improvement. Overall, this year has been fun and exciting for the Women’s Resource & Action Center! We look forward to serving students, staff, and faculty next year.
<table>
<thead>
<tr>
<th>Number of interns</th>
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<td>Total number of office visits</td>
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<td>Total number of active volunteers</td>
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<td>Total number of Nursing Parents’ Room reservations</td>
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<td>Number of cell phones collected for donation</td>
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<td>Total amount of funds raised</td>
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<td>Total number of event participants</td>
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**WRAC 2015-2016 Calendar of Events**

**Spring 2015**

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<th>Date</th>
<th>Event</th>
<th># of Attendees</th>
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<td>1/28/2015</td>
<td>Sex + Money Film</td>
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<td>2/4/2015</td>
<td>Brown Bag: Healthy Relationships</td>
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<tr>
<td>2/12/2015</td>
<td>Self-Defense Workshop</td>
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<td>2/16/2015, 2/17/2015, 2/19/2015</td>
<td>Consent Week</td>
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<td>2/18/2015</td>
<td>Brown Bag: How to Date a Feminist</td>
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<td>2/19/2015</td>
<td>BDSM, Kink, and Consent: A Sex Positive Presentation on Consent</td>
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<td>2/19/2015</td>
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<td>2/26/2015</td>
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<td>3/9/2015</td>
<td>International Women’s Day</td>
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<td>3/10/2015</td>
<td>Film Series: Iron Jawed Angels</td>
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<td>3/11/2015</td>
<td>Film Series: Frida “A Portrait of a Woman”</td>
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<td>3/24/2015 &amp; 3/25/2015</td>
<td>Film Series: She’s Beautiful When She’s Angry</td>
<td>26 &amp; 56+</td>
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<td>3/26/2015</td>
<td>Life of Hmong Women</td>
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<td>3/27/2015</td>
<td>Cuba Today &amp; Tomorrow</td>
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<td>3/31/2015</td>
<td>Film Series: Makers – Women Who Make America</td>
<td>10</td>
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<td>4/6/2015-4/9/2015</td>
<td>Enough is Enough Week &amp; Campaign to Stem Societal Violence Pledge</td>
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### Business

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<td>Enough is Enough! “The Hunting Ground” Film Showing</td>
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<td>Life of Hmong Women “Ua Siab Ntev/Be Patient”</td>
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**Total: 2550**

**Spring 2016**

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<td>I Love Female Orgasm!</td>
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<td>Brown Bag: Fighting to Love, How Intimate Partner Violence Affects College Students</td>
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<td>NCWP Art 4 Healing: Befriending Your Feelings</td>
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<td>Brown Bag: Our Stories, Immigration</td>
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<td>Child Brides, Stolen Lives: Not Just Abroad</td>
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<td>WRAC End of the Year Volunteer Appreciation Party</td>
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Total: 1270
APPENDIX

Item 10
Kongmeng Vang: Exploring Southwest China

A STUDY ABROAD ADVENTURE

“Living in Chengdu is amazing,” said Kongmeng Vang, a UMD junior with a double major in environmental science and international studies.

When Kongmeng graduated from Champlin Park High School in Brooklyn Park, Minn., he had no idea that just a few years later he would be buying lunch from tiny noodle shops and climbing Tibetan mountain ranges.

He came to UMD to study environmental and water issues and then his world began to grow. He added the international studies major and started taking classes in Chinese, just for fun. When the opportunity to study in China was presented, he couldn’t pass it up.

After six months studying in China, Kongmeng has the travel bug... bad. He still wants to work in an environmental field but that dream has changed. Now he’s considering a position with a company out of the U.S. after he graduates in 2018.

His Chinese language classes at UMD made his transition from UMD to Sichuan University in August 2015 fairly easy. He’s made friends and done lots of exploring, not just in Chengdu, but also in some of the more remote and pristine nature sites in the world.

http://www.d.umn.edu/external-affairs/homepage/16/kongmeng.vang.html
Meet Delphin Niyonkuru: painter, graphic designer, scientist, and computer enthusiast

ART AND PERFORMANCE
Delphin is known on campus for his speed painting performances. At an event in spring 2015, the Kirby Ballroom students hushed as music played and Delphin painted. In under two minutes Delphin went from lots of color on a canvas to a portrait. “To me, art is not just color, it's storytelling. I want my paintings to be meaningful to the audience.” This passion for art has taken Delphin far. He performs in venues on and off campus. He has a minor in graphic design, and has even established his own graphic design company, Delstarr.

SCIENCE: THEORY TO REALITY
Right now, Delphin is a computer science major, but he has a heavy inclination toward engineering. "Coding and analyzing data are interesting, but I want to get my hands dirty and actually build technology," he said. Delphin has ideas. He wants to make everyday life easier for the world. "I see mirrors and glass table tops in homes that deliver information," he said. "They could use face recognition to identify to the correct person and deliver email, news, and other messages."

ENDLESS POSSIBILITIES
Change is not strange to Delphin. In 2010, his family: nine children, his father and his mother, won an immigration lottery to come to America from Burundi, East Africa. The U.S. Immigration Lottery annually makes visas available to individuals who are from countries with low rates of immigration. A whole new life awaited them.

Sara Posluszny: A Lifelong Journey
Written by Communication Intern, Hamdi Barre

Stuck between two cultural identities, Sara Posluszny learned that finding one’s true self is the key. Her journey has taken her all over the world, where she met and conquered many challenges. Throughout this journey, Sara’s puzzle came together as she collected pieces of herself with every new experience. It all started with her first trip to Central America.

In grade school, Sara and her dad packed their bags and boarded a plane to Honduras to connect with her mother’s family. Spending most of her life in Willow River, Minn., a small rural town, she was only familiar with what she describes as a “predominantly white, English-speaking culture.” Sitting in the home of her Honduran family, Sara watched in awe as her family conversed in Spanish. She found it hard to communicate with them due to the language barrier and that was a culture shock for young Sara. “I never realized how many basic things in life I took for granted,” she said. Although Sara was introduced to her Honduran family, there was still one person she had longed to see... her mother.

After years of waiting, Sara finally found herself standing right in front of her birth mother. “It was life changing,” she said. “Meeting her made me feel really connected to my Hispanic roots.”

Afterwards, Sara wanted to further explore her culture. At UMD, she joined the Latino/Chicana Student Association and now proudly sits on the executive board. Still, Sara felt the need for more.

In her junior year, she grabbed her passport and set off for a study abroad adventure in Spain. In Barcelona, she learned Spanish, which helped her feel closer to her heritage. However, she did not want to settle for just one country. Sara wanted more European adventures on her own. “I’ve only had myself to rely on, so I challenged myself to see how far I could go,” she said. She daringly boarded a train to Rome and swung by other European cities along the way. After her study abroad trip, Sara found herself exploring more than countries. https://news.d.umn.edu/news-center/news/sara-poluszny
Eva Gallegos-Perez: Life-Changing Education

UMD junior Eva Gallegos-Perez is an activist. Part of her activism comes from childhood, when she witnessed the struggles of her mother and grandmother. She has also been influenced by a desire to make the world a better place and to fight for equality for men and women. She is deeply involved in her majors: Teaching Spanish and Hispanic Studies and Women, Gender and Sexualities Studies.

“In class, we get a historical perspective about people's attitudes toward race and gender. We also discuss and share ideas about how to change the world so it is a better and more accepting place for all people in the future,” said Gallegos-Perez.

Gallegos-Perez has an internship at the Women’s Rights and Action Center (WRAC), a student support center, and in her free time, she participates in the Latino Chicano Student Association (LCSA).

From Childhood Loss to Gaining a New Life in UMD
As a child growing up in Mexico, Gallegos-Perez felt inequality between the genders in her family and society. Her dad passed away when she was five, leaving behind her mom and grandmother, who struggled to earn money to raise three children. Because neither her mom nor her grandmother had an education, they were forced to work low paid jobs.

“My mom always told me to educate myself so that I don’t have to rely on anyone for living,” said Gallegos-Perez. “She doesn’t want me to struggle like she did.”

Eventually the family moved to Minnesota. Here Gallegos-Perez became involved in making changes in society through her involvement with the National Youth Leadership Council, working with community issues and education. Coming to UMD opened her eyes more than she expected. Right after taking the
Women, Race and Gender class, she decided to pursue the woman studies major. “That one class changed my whole life plan,” said Gallegos-Perez. She decided to work to make positive changes for women in society.

Involvements in WRAC
As an activist, the Mock Rape Trial hosted by WRAC gave Gallegos-Perez new insight on women’s sexual assault issues. She was surprised to see the different responses to the same situation from audiences. Gallegos-Perez viewed this event as useful not only to women but to all at UMD in terms of raising more awareness on equality and finding fair responses to sexual assault issues.

“All everybody has to do something to break down stereotypes,” said Gallegos-Perez. “We need to stop looking at women through the old lens. Education plays a huge role, because it makes us able to understand others as individuals.”

The WRAC Brown Bag Lunches are some of her favorite events. Learning different ideas on feminism and changes in women’s roles in culture, society, politics, and the economy help her learn different perspectives. “We had a huge turnout for a lunch talk, ‘What is Feminism’,” Gallegos-Perez said. “By having Tineke Ritmeester facilitate the event and letting others give their viewpoints, we heard many different ideas and got people thinking about the inequalities happening in this country.”

Future with Diversity
Gallegos-Perez has facilitated many events that share cultures. One year, she was an active executive-board member for LCSA and worked on a number of events. She appreciates the role the events take in informing all of UMD about Latino Chicano history and culture.

After educating herself on the factors that impacted her life, Gallegos-Perez is grateful for the efforts her mother has made so she could get an education. She shows her appreciation for the opportunities she has been given and wants to give back to her community. She dreams of being a Spanish teacher and instilling pride in her pupils by bringing Hispanic history and culture to students. “Teaching language means teaching culture too,” said Gallegos-Perez. “I want to give hope to younger generations.”

She has learned much by participating in UMD multicultural activities. She has some advice for everyone. “Get out of your comfort zone. Attend events that share diversity, and go with an open mind.”

http://www.d.umn.edu/external-affairs/homepage/15/gallegosperez.html
UMD senior Charlie Johnson is being awarded the prestigious Philanthropic Fund Foundation (PFund) scholarship this spring, and it's the third time he's won it. "PFund is the premier grant-making agency in the region for LGBTQ+ leadership and policy analysis," explains Assistant Professor George Hoagland, who wrote a letter of recommendation for Charlie. George has been a reviewer for the PFund so she knows how competitive the scholarship process is, but she isn't surprised by her student's triple success. "He's Ivy League material, but he chose to be here and to minor in LGBTQ Studies. If you know him, you know what a wonderful student, thinker, and community member he is." Beyond enhancing his community, Charlie is empowered by Duluth. It's a place that called to him, repeated itself, and then welcomed him home.

Dividing Line

Cities, divided only by a border, can be worlds apart.

Charlie grew up in Hermantown, Minn., a small community to the west of Duluth. He spent his days reading and writing with equal vigor, culminating in a reporting gig for The Hermantown Star when he was just 13-years-old. For Charlie, one begets the other, "I've always been an avid reader. Most of my writing skills come from reading a lot."

Ernest Hemingway, Pablo Neruda, and Rebecca Skloot are three of his favorites— authors who perfectly mix research and storytelling. They offered an escape from a hometown that didn't feel like home.

A new chapter began when Charlie enrolled as a Post Secondary Enrollment Option (PSEO) student his junior year of high school. He describes the experience as "shocking," which would seem overstated out
of the context of his story. After all, he spent his whole life as Duluth's neighbor. But it's what he found within UMD that completed his sense of purpose.

A Superior Force

UMD's Queer and Allied Student Union is nestled inside UMD's Multicultural Center. It's a spot designed to celebrate the diversity of the queer community, something Charlie hadn't found growing up. "When I first met this group, it was a culture shock. I'd never met so many people who were like me."

He transferred to Concordia at Moorhead after completing the PSEO program, but Lake Superior, as it's been known to do, drew him back after only a year away. "I have a really weird connection to Lake Superior and it was hard to be away from it," he explains. "It's a feeling in your heart. I was aching for Superior."

Besides its proximity to the lake, Charlie also describes Duluth as where his support system is, "We all have each others' backs." Charlie appreciates having access to queer resources and says if he has questions he can easily find someone with answers.

But as he approaches graduation in December, Charlie is the one answering the questions others forgot to ask.

With His Voice

Charlie's mind was honed into journalistic thinking admirably early. He's been a paid writer since before he could drive to his assignments. Now, as an LGBTQ minor and a Writing Studies major, this thinking is being directed towards topics both meaningful and understudied.

He's crossed silos into interdisciplinary research on transgender aging with Social Work Assistant Professor Able Knochel. Together they're interviewing transgender elders in the Duluth community and speaking with health care providers.

Charlie's writing projects are focused on transgender health care, LGBTQ elders and aging, and intergenerational trauma in the LGBTQ community.

"I am driven by the idea that I can make a difference in the world by sharing my stories and experiences as a queer, transgender individual from rural Northern Minnesota." says Charlie. "I hope that through research and writing projects, I can use my voice to shed light on the issues facing queer communities."

http://www.d.umn.edu/external-affairs/homepage/16/charlie.html