

**OFFICE OF MULTICULTURAL AFFAIRS**  
*Campus & Community Engagement (CCE)*  
Annual Report | 2016-2017



SUBMITTED BY DR. PAMELA PRUITT

DIRECTOR OF OFFICE OF MULTICULTURAL AFFAIRS

JUNE 1, 2017



## Table of Contents

MESSAGE FROM THE DIRECTOR..... 2

OFFICE STAFF ..... 3

STAFF AWARDS & RECOGNITION ..... 3

MAJOR ACCOMPLISHMENTS ..... 4

OFFICE OF MULTICULTURAL AFFAIRS..... 4

*By The Numbers* ..... 4

*Signature Highlights*..... 6

CURRENT KEY STRATEGIC INITIATIVES ..... 8

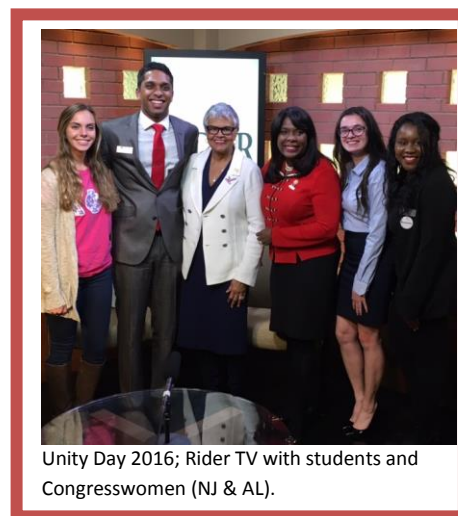
MAJOR OPPORTUNITIES (SHORT-TERM AND LONG-TERM) ..... 9

MAJOR CHALLENGES AND BARRIERS..... 10

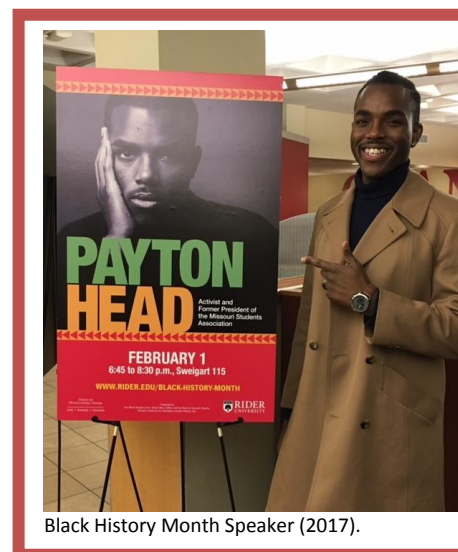
2017-2018 OFFICE GOALS..... 10

2016-2017 MASTER EVENTS AND ATTENDANCE LIST ..... 12

THANK YOU! ..... 14



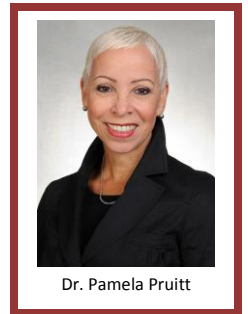
Unity Day 2016; Rider TV with students and Congresswomen (NJ & AL).



Black History Month Speaker (2017).

## MESSAGE FROM THE DIRECTOR

For the Office of Multicultural Affairs, this past year has been filled with collaborations and conversations among students, faculty, staff, alumni and outside partners. With incoming diverse freshman and transfer students arriving on the Rider campus and getting acclimated to a predominately homogenous suburban environment through our Multicultural Student Leadership Institute (MSLI/MSLI-T); to disturbing media news that stimulated dialogue and peaceful demonstrations on campus, in addition to the election of a new president of the United States; to our students being mentored by Rider faculty, staff and alumni, and also mentoring youth of the New Jersey Tennis & Learning of Trenton (NJTLT) program; and, to the cultural celebrations throughout the year; we have been quite busy!



Dr. Pamela Pruitt

The mission of the Office of Multicultural Affairs is to complement and support the university's efforts to reach and foster the understanding and appreciation of different cultures and ways of life that are shared by diverse groups of people through programming, policies and best practices. Prior to, and stressed by, the recent Prioritization assessment, the Office of Multicultural Affairs expanded the use of common resources and information, reduced expenses and human power (as opposed to manpower), and extended its student community beyond just one cohort of MSLI/MSLI-T students, all through best practices and consolidation. This has enabled us to not only stay on point with our mission, but to also actively engage others further in endeavors involving multiculturalism, diversity, equity and inclusion. Moreover, we are beginning to see that our efforts are changing behavior and student outcomes with positive results.

We view the Rider community as a beautiful tapestry with its diverse population feeding the vibrant and engaged living and learning that takes place on its campus. The Office of Multicultural Affairs is deeply committed to making sure that one day our work will make that tapestry completely blended and seamless of the multitude of threads that comprise its composition.

In this report we are delighted to share our accomplishments and achievements during the 2016-2017 academic year. We are looking forward to our future challenges, growth, and effectiveness of our office in the upcoming years. For information on the Office of Multicultural Affairs and its programs and practices, please visit [rider.edu/multicultural](http://rider.edu/multicultural).

Sincerely,



/MSLI 2016



## OFFICE STAFF

- Isana Fils-Aime, Senior (graduated; medical school next)
- Brittany Cupo, Junior
- Andrew Gandham, Sophomore  
(began internship at Munich Reinsurance America)
- Tori Graves-Parker, Sophomore



Brittany, Andrew, Dr. Pruitt and Tori

## STAFF AWARDS & RECOGNITION

- Isana Fils-Aime, Student Worker
  - Finalist, President's Award
- Brittany Cupo, Student Worker
  - Winning candidate for Lacrosse Team President
- Andrew Gandham, Student Worker
  - Andrew J. Rider Scholar
  - Outstanding Delegate – Model UN – Rider MOCK Conference (at Rider)
  - Outstanding Delegate – Model UN – National Model United Nations (NMUN) Conference in New York City
  - Inducted into Beta Gamma Sigma Honor Society
  - Dean's List, College of Business Administration (two semesters)
- Tori Graves-Parker, Student Worker
  - Women Leaders of Rider - Black Men Unified (BMU)
  - Inducted into the Leadership Development Program (LDP)
- Dr. Pamela Pruitt, Director
  - Doctorate in Higher Education Management, University of Pennsylvania
  - Certificate of Appreciation – Dedication to all multicultural clubs and organizations - ASAR, BSU, MSA, and RASA
  - Certificate of Appreciation – Panelist, Diverse Issues on College Campuses - New Jersey College & University Public Safety Association (NJ CUPSA) and International Association of Campus Law Enforcement Administrators (IACLEA) Mid-Atlantic & North Atlantic Regions in Atlantic City, New Jersey
  - Certificate of Appreciation – Mentoring & Leadership of Rider Students – Black Men Unified (BMU)



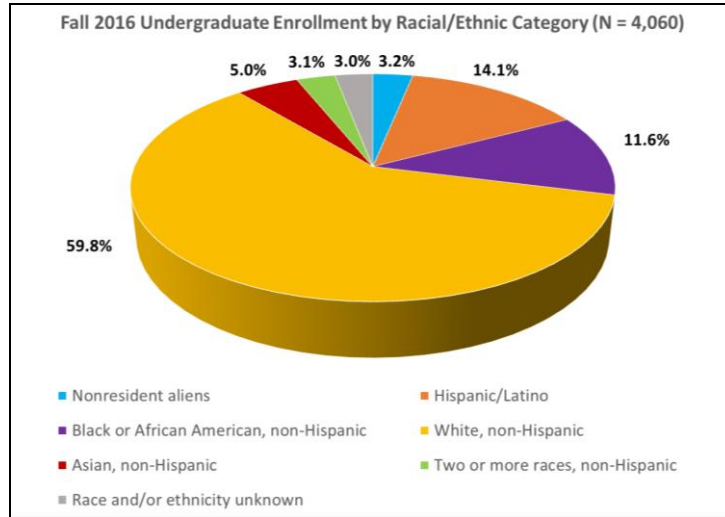
Andrew J. Rider Award-winner, Andrew Gandham, Sunday, April 30, 2017.

## MAJOR ACCOMPLISHMENTS

### OFFICE OF MULTICULTURAL AFFAIRS

#### By The Numbers

- Ethnicity at Rider University = 40.2 % Minorities (Undergraduate Students, Fall 2016).



Source: Rider University Common Data Set. (Fall, 2016). Degree & Non-Degree Seeking Undergraduates.

- Diversity of Rider...There are nearly 4,100 undergraduate and 1050 graduate students from 41 states, 2 US territories, and 85 countries (rider.edu/about-rider/facts-figures, n.d.).
- Cultural-related events 2016-17 = 3,963+ Total Event Attendees (Estimate Based on 41+ Events)
- To date, there are 14 cultural clubs and 7 diverse Greek Life organizations at Rider.
- Looking at academic performance, the GPA scores of minority MSLI students, currently enrolled (Spring, 2017) at Rider, were higher than minority non-MSLI students (control group).



Source: Cognos Query in myBanner. (2017).

- MSLI Summer Bridge Week for Freshmen 2016-17 was rated by its (25) students as:
  - Very Good = 72 %
  - Good = 20 %
  - Neutral = 2 %
  - Fair = 0 %
  - Poor = 0 %
  
- MSLI-T Bridge Day for transfers in the Fall 2016 and Spring 2017 semesters were rated by its students as follows:
  - Fall 2016 (3 students)
    - Very Good = 58 %
    - Good = 30 %
    - Neutral = 12 %
    - Fair = 0 %
    - Poor = 0 %
  
  - Spring 2017 (4 of 5 students)
    - Very Good = 94 %
    - Good = 6 %
    - Neutral = 0 %
    - Fair = 0 %
    - Poor = 0 %
  
- MSLI PALS (Partners Assisting in Learning for Students) in partnership with New Jersey Tennis & Learning of Trenton (NJTLT) pilot program sessions (3) with an average of 20 students each were rated as follows in aggregate:
  - Very Good = 72 %
  - Good = 21 %
  - Neutral = 6 %
  - Fair = 0 %
  - Poor = 0 %



Multicultural Student Leadership Institute (MSLI) Class of 2016.

### Signature Highlights

- **UNITY DAY on Voting Rights**

## #RIDERVOTES

Every year we have a Unity Day celebration to support the awareness and understanding of social justice issues that affect our lives in this globally diverse world. Unity Day is the main kick-off activity that sets the tone for the school year, wherein our students, faculty, staff, alumni and outside constituents come together to also celebrate the diverse elements that make up the Rider community.

In 2016, we hosted a "Voting Rights Rally" to coincide with the upcoming presidential election in November and to precede the voting registration deadline. Our goal was to get folks out to: 1) vote and 2) vote responsibly. On Wednesday, October 5, our guest speaker was Congresswoman Terri Sewell (AL-7), who is the champion of voting rights in Congress and author of the *Congressional Gold Medal Bill*. Introducing her was our very own, long-time, influential advocate for the people of New Jersey, serving the 12<sup>th</sup> Congressional District, Congresswoman Bonnie Watson Coleman.



This was the first time in my four years as Director at Rider that a collaboration of this magnitude took place with our department in order to encourage voting throughout our Rider University community. We sincerely appreciate the support we received from the Rebovich Institute, the Student Government Association, Rider faculty, students and staff, The Center for the Development of Leadership Skills, the Office of Service Learning, Auxiliary Services and Stout's Transportation, Residence Life, Fraternity & Sorority Life (aka Greek Life), University Advancement and Alumni Relations, The Bronx 107.7, the Dean's Office on the Princeton campus and Public Safety.



Unity Day, Wednesday, October 5, 2016. Lighting of the Unity candles at the close of the program.

- **Conversations and Open Dialogue on Campus**

Because of the media stories about violence against citizens and law enforcement, as well as the events surrounding the presidential election, the Office of Multicultural Affairs created the following programs for the Rider community to have its “voice” in order to discuss vital issues that may affect the lives of its residents and to have a better understanding of the resulting challenges of these events and future anticipated concerns.

- CONVERSATION CAFÉ: What’s on your mind?  
A series of conversations with specific agendas, in a panel format, on current issues that may affect our lives; usually moderated by Rider students, but open to the entire Rider community.
- Open Door Conversations  
An open forum especially for students, but all are welcome, to voice their concerns and promote dialogue among students on campus; occurring weekly during the fall and spring semesters.

- **The College Access Project (Community Service)**

This pilot program is a partnership between Rider University and New Jersey Tennis & Learning of Trenton (NJTLT). The partners within Rider are the Office of Multicultural Affairs, University Advancement and Aramark Corporation. The overarching partnership provides middle through high school students with opportunities to spend time on Rider’s campus with students, primarily from the Multicultural Student Leadership Institute (MSLI), to learn about and prepare for a future in which higher education will play a major role. After successfully completing five sessions from the program’s inception in December, 2016, through May, 2017, and a debriefing with the key partners, the partnership will continue to grow its programming and resources.

- **Herstory: The Legal History of Chinese American Women (an Exhibit)**

This collaboration in April through May 12, 2017 between Rider’s Moore Library, Asian Students at Rider (ASAR) and the Office of Multicultural Affairs enabled our University to bring to our campus an exhibit which provided us with a fascinating look at the ordinary people, who fought for their rights, and subsequently, helped to shape a new world for



Chinese-Americans in the United States. Space in the library was re-purposed and we were able to display, where students gather, these rare photographs and case descriptions of efforts by Chinese-American women to gain legal standing in the U.S. Dignitaries from Taiwan and students from Princeton University, along with Rider students, faculty and staff, attended a ribbon-cutting on Thursday, April 6, 2017. It was the kick-off to the events for the Asian Pacific American Heritage Month Celebration. This exhibition was provided to Rider University by Dr. Chiu Chang of San Francisco, California.



- **Gospelfest**

This lively and upbeat musical event is held annually in the BLC Cavalla Room to culminate the events of Black History Month. In 2014, only 15 people, besides the performers, were in the audience. On February 26, 2017, there were approximately 300 people attending, represented by students, faculty, staff and the greater Trenton community. We would like to call it a 'town and gown' event in which the music brought the young and old alike together, as one, through gospel song, dance and spoken word. Some people came to the Rider campus, who may never before visited a college campus. Moreover, this event was a collaboration between the Black Student Union (BSU), Black Men Unified (BMU), the Black & Hispanic Alliance (BHA) from the Princeton campus, alumni from the Princeton campus and the Office of Multicultural Affairs. Powerful!

## CURRENT KEY STRATEGIC INITIATIVES

---

- **Proposed Name Change for the Office of Multicultural Affairs**

According to the Western Interstate Commission for Higher Education (2016), the projections of high school graduates in the state of New Jersey show that 51% of these students are Black, Hispanic and Asian. This data suggests that the shift in the 'minority becoming the majority' in our state is happening now for this demographic. It is apparent that a culture shift may also occur on the Rider University campuses in the near future. This could possibly happen within the next 5-6 years, based on this data. In preparation for this shift, I proposed that the Office of Multicultural Affairs change its name to be identified and aligned with the broader minority population. The new name would be The Center for Diversity and Inclusion. All programs within the Office of Multicultural Affairs would remain the same.

To further explain this proposal, it is with the intent to grow the 'Office' into a 'Center' to be in sync with the growing minority population on the Rider University campuses, and in hopes of

one day building a resourceful cultural center on the Lawrenceville site. Also, the new name is proposed to provide breadth and depth to the perception and reality of what commitment Rider University has to this burgeoning population. While Multicultural describes cultural differences, it lacks the full scope of what the minority population looks like in today's times. Thus, to name this 'Office' the 'Center' for Diversity and Inclusion may exemplify a more appealing welcome to the future minority population of students, faculty and staff coming to the Rider University community.

- **MSLI Summer Bridge Week Collaboration with LEAD (Leadership Enrichment and Development, a future Rider Living Community)**

The recommendation from the Prioritization assessment was that, with all of the summer bridge programs, it needed to be determined if and what areas of best practice could be realigned for consolidation. Under the direction of Dean Mayo, in keeping all Rider summer bridge programs unique, MSLI and LEAD made the most sense for collaboration between the Office of Multicultural Affairs and the Center for the Development of Leadership Skills. Schedules and strategies in this regard continue to be refined for the upcoming fall 2017 semester.

- **Transgender Policy Committee**

The Office of Multicultural Affairs was asked to be on the Task Force for assisting in the strategic efforts, headed by SGA President, John Modica, to provide LBGTQ students with policies and support systems that reflect the students' individual needs on the Rider campuses. It is important for Rider University to continue ongoing efforts in order to demonstrate a strong commitment to the equitable treatment of these students, as with other students from diverse backgrounds.

## **MAJOR OPPORTUNITIES (SHORT-TERM AND LONG-TERM)**

---

- **SHORT-TERM OPPORTUNITIES**

- With the shift in the order and flow of Open House and Admitted Student events, consider more creative ways to recruit prospective students to join the Multicultural Student Leadership Institute (MSLI).
- Use more social media to reach larger audiences for cultural event attendance.
- Use collaboration with LEADS to strengthen engagement for MSLI.
- Grow the awareness of open conversations and dialogue taking place on campus.

- **LONG-TERM OPPORTUNITIES**

- Increase mentors for mentoring MSLI students and The College Access Project.
- Position The College Access Project for grant opportunities through assessing student learning outcomes.
- Continue to evolve the MSLI program for a more positive impact on incoming freshman and transfers.

## MAJOR CHALLENGES AND BARRIERS

---

- **Commitment to Diversity**

With the growth of the minority/diverse population on the Rider campus, more commitment to diversity and financial resources for this demographic of students will be imperative in the near future. Funding programs such as the Multicultural Student Leadership Institute (MSLI), which is the only program at Rider for incoming freshmen that targets and welcomes those students from diverse backgrounds, would be just one way to demonstrate a commitment to making sure that students, who may or may not be in the majority where they attend high school, will be able to transition into a homogenous, suburban institution as comfortably as possible. This may better enable them to have a positive college experience and persist all the way to attainment within a 4-year period.

- **Perception of Prioritization Rankings**

The recent Prioritization assessment calls for program reduction, consolidation and phasing-out of the Office of Multicultural Affairs and its programs. While corrective action has been ongoing prior to, during and since the assessment process, the perception is evident, based on the written report. This may have negative implications, as a diminished perception of value may persist.

- **Prospective Students may be Drawn to Competing Program**

With the recent addition of the LEAD program to coincide with the MSLI Summer Bridge week, LEAD could potentially draw away prospective MSLI applicants. While the mission of the programs differ and are collaborating on program content, on the front end it may not be clear to prospective applicants of the distinction, even though the information about each program is explicit.

## 2017-2018 OFFICE GOALS

---

- **MULTICULTURAL STUDENT LEADERSHIP INSTITUTE (MSLI AND MSLI-T)**

<ul style="list-style-type: none"> <li>▪ <b>GOAL 1: Delve further in assessing student learning outcomes for MSLI and MSLI-T students; engage advocates among faculty and deans to assist in this process.</b></li> </ul>
---

- **RIDER STRATEGIC THEMES:** #1) Our unwavering focus on student growth and development; #4) The strategic cultivation, management and investment of our resources; and, #5) Our commitment to planning, implementation and continuous improvement
- **STUDENT AFFAIRS GOAL:** #5) Leadership and mentoring

- **CULTURAL ENRICHMENT THROUGH PROGRAMS AND BEST PRACTICES**

▪ **GOAL 2: Our cultural programming connects to the internal and external community. Strengthen programming around the Hispanic, LGBTQA, Native American and Women populations.**

- **RIDER STRATEGIC THEMES:** #1) Our unwavering focus on student growth and development; #2) The branding, marketing and promotion of our University; #3) The importance of our people; and, and #5) Our commitment to planning, implementation and continuous improvement
- **STUDENT AFFAIRS GOALS:** #2) Civic and Community Engagement; and, #6) Cultural Exploration

- **ENGAGE FACULTY, STAFF AND ALUMNI IN MENTORING**

▪ **GOAL 3: Build a more effective MSLI Mentoring Program by engaging more faculty, staff and alumni to mentor MSLI and MSLI-T students in their second semester at Rider. Additionally, gain more support for student mentors (MSLI students and others) for the MSLI PALS and NJTLT partnership, which may keep the student mentors engaged in community engagement throughout their college experience.**

- **RIDER STRATEGIC THEMES:** #1) Our unwavering focus on student growth and development; #3) The importance of our people; #4) The strategic cultivation, management and investment of our resources; and, #5) Our commitment to planning, implementation and continuous improvement
- **STUDENT AFFAIRS GOALS:** #2) Civic and Community Engagement; and, #5) Leadership and Mentoring

- **COLLABORATIONS**

▪ **GOAL 4: Further develop and grow the MSLI PALS and NJTLT partnership from a pilot program to a successfully funded and thriving one. Continue to grow the internal support of University Advancement, ARAMARK and possibly Auxiliary Services.**

- **RIDER STRATEGIC THEMES:** #1) Our unwavering focus on student growth and development; #2) The branding, marketing and promotion of our University; #4) The strategic cultivation, management and investment of our resources; and, #5) Our commitment to planning, implementation and continuous improvement
- **STUDENT AFFAIRS GOALS:** #2) Civic and Community Engagement; and, #5) Leadership and Mentoring

- **BIAS INCIDENT PROTOCOL**

▪ **GOAL 5: Compose a bias incident protocol for the Rider University Community.**

- **RIDER STRATEGIC THEMES:** #3) The importance of our people; #4) The strategic cultivation, management and investment of our resources; and, #5) Our commitment to planning, implementation and continuous improvement
- **STUDENT AFFAIRS GOAL:** #2) Civic and Community Engagement



## 2016-2017 MASTER EVENTS AND ATTENDANCE LIST

Month	Date	Event	Est. Attendance	Sponsor
<b>August into September</b>	28	MSLI Summer Bridge Week Welcome Dinner	95	Dean of Students & MCA
	29-2	MSLI Summer Bridge Week (with Alumni, Alumni Relations, Greek Life, Res Life, Service Learning, Student Academic Services, Baseball Coach, CCE Dean, Emerging Leaders, Prevention Education Coordinator, Study Abroad, Finance Specialist, Student Success, Moore Library, EOP & Goals, and Cultural Awareness)	40	MCA
	13	A Diverse Welcome Reception	200	MCA, 7 cultural clubs & 3 Greek Life orgs
	15	Evening with the Director Seminar (with Financial Aid)	40	MCA
	29	Evening with the Director Seminar (with Leadership Development - LDP)	40	MCA
<b>October</b>	05	Unity Day on Voting Rights [with Congresswomen Terri Sewell (AL-7) & Bonnie Watson Coleman (NJ-12)]	100	MCA, Rebovich, SGA, Faculty, Students & Staff, Svc Learning, Leadership, University Advancement & Alumni Rel, Auxiliary Svcs, Res Life, WCC Dean's Ofc, Greek Life, The Bronc 107.7, & Public Safety
	13	Evening with the Director Seminar (with Basketball Coaches)	40	MCA
	19	Sonia Nazario, <i>Enrique's Journey</i>	250	Provost & MCA
	21-23	Professional Development Training	40	MCA
	25	Conversation Café (Tension in America)	15	MCA
	27	Evening with the Director Seminar	40	MCA & CBA
	<b>November</b>	03	Conversation Café (Why Vote?)	80
10		Hispanic Career Panel: Minorities in the Job Search: Benefits and Challenges	75	MCA and Career Development & Success
10		Evening with the Director Seminar	40	MCA
10		Shared Read Discussion at President's House	20	Provost, MCA & LDP
15		Conversation Café (Now that the Election is Over, What's Next?)	100	MCA & SGA
15		HIV/AIDS Awareness Quilt Display	50	MCA
	18	Celebration of Lights (in tandem with SGA's Lighting of the Library, which is noted on the CCE annual report)	75	MCA

Month	Date	Event	Est. Attendance	Sponsor
December	14	The College Access Project	28	MCA, NJTL of Trenton & Athletics - Men's Basketball
January	20	MSLI Recognition Dinner	80	MCA
	27	Open Door Conversations	15	MCA
February	01	Payton Head, Activist	50	MCA, BSU, BMU & BHA
	03	Open Door Conversations	14	MCA
	10	Open Door Conversations	10	MCA
	14	WCC Open Door Conversation	2	MCA
	15	Upon the Shoulders	300	Fine Arts & MCA
	17	Open Door Conversations	16	MCA
	24	Open Door Conversations	14	MCA
	26	Gospel Fest	300	MCA, BSU, BMU & BHA
	1-28	Other Black History Month Events	150	BSU, BMU, BHA & MCA
March	03	Open Door Conversations	13	MCA
	10	Open Door Conversations	15	MCA
	22	The College Access Project	40	MCA and NJTL of Trenton
	31	Open Door Conversations	12	MCA
	1-31	Other Women's History Month Events	75	RWU & MCA
April	06	Herstory Exhibit Ribbon Cutting	50	MCA & Moore Library
	06	The College Access Project	22	MCA, NJTL of Trenton, ARAMARK & Fine Arts
	06	Once on This Island (5 performances)	1250	Fine Arts & MCA
	07	Open Door Conversations	10	MCA
	14	Open Door Conversations	9	MCA
	23	ASHA	115	ASAR, BSU, BMU & MCA
	28	Open Door Conversations	6	MCA
1-30	Other Asian Pacific American Heritage Month Events	90	ASAR & MCA	
May	03	The College Access Project	32	MCA and NJTL of Trenton
<b>Total Estimated Event Attendance for the Office of Multicultural Affairs</b>			<b>3,963+ (41+ Events)</b>	

**THANK YOU!**

---

**OFFICE OF MULTICULTURAL AFFAIRS**



**Thank You,  
Rider Community,  
for your support of cultural  
events and conversations  
for the past year.  
Have a Great Summer  
and Congratulations  
Class of 2017!**

**UNITY + DIVERSITY = UNIVERSITY**