Access and Community Initiatives
Assessment Report 2011-12

Expected outcome: Education/Outreach through the Multicultural Center
The Multicultural Center will provide programming to students, faculty, staff, and community members which will create, promote, and encourage a supportive and friendly campus environment that is welcoming for and attractive to people of all races, ethnicities, nationalities, religions, genders, sexual orientations, and those with disabilities.

Assessment method: Track the number of people who attend the Multicultural Center events and use the Center educational space. We do this by requiring people to sign in at all of our events and sign in when they come into the MCC.

Findings: We found that our outreach and programming efforts have steadily increased. In 2010-2011 we have 6,000 individual visits, that number increased by 25% in 2011-2012 to 8,000 individual visits to our space and our events.

How did you use findings for improvement? These findings encouraged us secure larger spaces for some of our events and to upgrade our computer lab to deal with the increased traffic.

Expected outcome: Strengthen alliances to support diversity
Alliances with external communities will be developed and strengthened to support diversity in and outside of Auburn University.

Assessment method: Tracking an inclusive inventory of diversity related alliances and partnership with external communities and University units to assess the number and level of engagements supporting diversity. Formal/ informal focus groups conducted with community partners and institutional units to establish effectiveness of diversity outreach initiatives with external and internal University alliances. Examples include: Procurement and Payment Services women and minority supplier development outreach effort; K-12 partnership collaboration with the Office of the Vice President for University Outreach; and Shiloh Rosenwald School Community Restoration Foundation.

Findings: The level of engagement in the mission critical areas of outreach to support diversity is increasing and improving to meet the ongoing needs of external and internal communities. Plans must continue to engage diverse groups of people and organizations represented in various business and industry settings. Diversity outreach should continue to develop opportunities to strengthen alliances with minority-owned and women -owned businesses to increase their opportunities for participation in the University’s business operations.

How did you use findings for improvement? Findings are currently used to inform future directions for developing and strengthening alliances and partnerships.
**Expected outcome:** Foster a diverse community
Foster a community that values diversity through educational and training programs.

**Assessment method:** Evaluation forms are used to assess the effectiveness of educational and training programs offered to a variety of external and internal communities.

**Findings:** Findings from the evaluations are used to engage in continued improvement of education and training programs offered. In some instances diversity training programs must be tailored to meet the needs and interest of specific community and University groups. Internal examples include: Residence Life, Staff Council, academic and support services units. External examples include: the U.S. Postal Service, USDA, local chapters of professional organizations, SAMS Club, Lee County Youth Development Center.

**How did you use findings for improvement?** Findings were used to inform and improve future education and training efforts that address awareness-building; skill building, helping participants understand the need for valuing diversity, educating participants on specific cultural differences, providing the skills necessary for working in diverse work teams, and introducing skills and development activities necessary for diverse groups to do improve their levels of cultural competence.