Results of DSPC Visioning Exercise

Question #1
Where do you see progress or momentum in the area of diversity at Muhlenberg?

The Emerging Leaders Program.

Diversity has become an institutional concern. (For instance, there was a time when it would be impossible to conceive of a Muhlenberg president flying the LGBT Pride flag to mark a Supreme Court decision.)

Progress in enrolling “multicultural students” and the resulting enrichment of the campus dialogue about what diversity is, what it means, and why it's important.

The development and coordination of strong student leadership of the Multicultural Center student organizations. (The Diversity Vanguard.)

The Sedehi Diversity Project + increased curricular offerings that deal with underrepresentation and marginality, resulting in a better-read, more informed, more fluent student body.

Diversity programming (such as last year's Omi Jones event and last year's "What is an Ally?" brownbag event) which successfully enlist the participation of majority students.

Increased candor in community dialogue about the state of diversity at Muhlenberg.

Movement from student apathy to student involvement in issues of diversity.

Student involvement in multicultural life.

The Multicultural Center is becoming a home for many students; Robin is creating a welcoming space. Renovations to the Multicultural Center are welcome.

A willingness to listen to one another and talk about various identity issues.

A curricular shift, as evidenced by the multicultural lecture series; the women’s studies department.

More new students are willing and excited about engaging in dialogue around multicultural issues.

The Sedehi Diversity project.
Groups of mentors for multicultural students have grown in terms of faculty and staff.

A greater awareness of who our allies are on campus.

Renewed energy at Communidad Latina, SQuAd, BSA and ASA, with interest from first-year and upperclass students.

Peer-to-peer education space in student multicultural clubs; better club leadership.

A more affirming, visible and representative LGBTQ community. A much greater level of acceptance for this community among faculty and staff.

The conversations catalyzed by the DSPC and the sustaining of its energy across multiple campus meetings.

An increasing awareness, openness and sophistication among the students; a willingness to participate, and a high level of interest.

Better conversations about diversity with athletes.

First-year white students who feel that the Multicultural Center is for them, and who are coming in increasing numbers to the Center.

A louder and more present student voice.

Last semester’s student anger has turned into this semester’s strategies.

The addition of a staff position shared by Multicultural Life and Athletics as a way of serving both athletic and multicultural life diversity issues.

**Question #2**

What is one area in which you'd especially like to see progress regarding diversity in the next 3-5 years?

A deeper sense of actual alliance across demographics, less suspicion, less accusation, recognizing that we're all “coming from a place of good faith.”

Making the work of diversity more available and more accessible and more necessary to ALL students from the time they first arrive on campus during Orientation.

Muhlenberg should become a trend-setter, a leader in the area of diversity and multiculturalism – an institution which doesn't take cues from other institutions but rather envisions new ways of working and being.
Undoing the sense of disenfranchisement and disconnection that many alumni of color feel in respect to the institution.

Increasing student engagement with the Allentown community beyond an obligatory and privileged sense of “volunteerist tourism.”

Muhlenberg needs to unambiguously identify all of its diversity work as centered around social justice, not “the many ways we all can be different.”

Increased faculty engagement and increased sophistication and coordination in faculty thinking about the HDGE (nee "D") requirement; more faculty should be teaching more kinds of HDGE courses.

Increased number of diverse faculty and the elimination of the possibility that a student could get through 4 years at Muhlenberg and never directly interact with a faculty member or staff manager who was not white.

A model of faculty mentorship that is sustainable.

Better support for minors (Africana studies; Latin/Caribbean studies) that are currently understaffed.

Institutional movement/institutional mechanism to coordinate all our efforts so that it's not left to the discretion and availability to individuals (funding; office for coordination beyond MCC; VP of Multicultural Affairs senior staff position)

Extend diversity concerns beyond student recruitment – hire and retain diverse faculty.

Hire a cohort of faculty versed in racially/ethnically diverse scholarship; support diverse minors, as well, which in turn supports multicultural life.

Recognize that not all faculty members of color will want to teach HDGE courses; faculty who identify with minority communities should not be forced into these roles.

More faculty of color in different departments.

Expand the Multicultural Life staff.

Identify an interfaith space.

Offer events to increase understanding and encourage difficult conversations.

Work toward a trans-inclusive campus, and provide safe space for students of color.

More students of color at Muhlenberg; provide the means for multicultural students to feel that they belong in the Muhlenberg community, not the just the multicultural life community.
More employees of color at Muhlenberg.

Make progress in attitudes and perspectives that are measureable, not just more programming initiatives or conversations.

Develop a stronger connection between the Multicultural Advisory Board and the President’s Advisory Board.

Work toward a more firm and central understanding of multicultural life on campus by students and employees; everyone must contribute to multicultural life.

Provide diversity awareness and training for all employees, as well as ongoing educational and developmental efforts for the entire community – faculty, staff, students.

Hire or identify a Chief Diversity Officer to provide a way to centralizing efforts, and who will represent the best interests of the community at large.