



# Multicultural Affairs Annual Report 2021-2022

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# Executive Summary

## Multicultural Program Highlights

- Collaborated with over 44 organizations and departments for 2021-2022 programming. This number increased about a 100 percent increase from the 2020-2021 annual report of 22.
- Hosted/Co-hosted over 36 programs during the 2021-2022 academic year. That is a 32 percent increase in programs from 2020-2021 (last year was 25 programs)
- Had contacts with approximately 2,267 students, faculty, staff, and community members through programs. This was an increase of about 175.7 percent in recorded contacts. Last year there was approximately participation of 786 students, faculty, staff, and community members.
- Had about 1,442 students visit the multicultural center in 2021-2022, a 94.5 percent increase from the 753 recorded visits during 2020-2021.

## Multicultural Education Highlights

- Completed 30 multicultural education workshops interacting with approximately 1,113 (220 in 2018-2019 & 14 workshops) students, faculty, and staff for overall education sessions. This is a 100% increase in workshop sessions and a 387.7% increase in attendance.
- All workshops hosted by the Multicultural Affairs staff resulted in an increase in understanding about working with marginalized groups.

## Student Success & Leadership Highlights

- Outreach to 619 potential incoming students through recruitment initiatives. An increase of 797.1 percent from the 69 student contacts in 2020-2021.
- Student leaders associated with the multicultural center report an increase in multicultural competence and leadership skills after one year of involvement.

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# Multicultural Programs

The Multicultural Center collaborated with over 44 campus and community organizations for 2021-2022 programming (NPHC Organizations (9), Sister-to-Sister, Brother-to-Brother, Hermana y Hermano, HOLA, Hermandad de Sigma Iota Alpha Incorporada (SIA), A-State Veteran Student Organization (ASVO), Non-traditional Student Organization (NTSO), Black Student Association (BSA), Student Activities Board (SAB), Counseling Center, St. Bernard's Healthcare , Student Diversity & Recruitment Teams (SDRT), Career Services, HPESS Fitness Center, The Bradbury Art Museum, A-State Writing Center, College of Liberal Arts & Communication, NAACP, NYIT, Ejji Studios, Beck Center for Veterans, Jonesboro Chamber of Commerce, Clinton School of Public Service, Centro Hispano en Jonesboro, Women & Gender Studies (WGS), ASU Museum, A-State Leadership Center, A-State Admissions, KLEK FM Radio, ARRAY Now, New Saint John Church, T-Tea, Pella Café, African American Studies Program, and School of Media & Journalism. *Through programs, we have engaged over 1,672 students, faculty, staff and community members.*

## Multicultural Events

### Welcome Back Snow Cone Social

On August 24<sup>th</sup>, 2021, the Office of Multicultural Affairs celebrated the fifth annual Welcome Back Social. Approximately 115 students, faculty, and staff attended. Students received informational flyers about the office, and flyers presenting the Fall 2021 programs. Students, faculty, and staff indicated that this was a great event to get to know about the Office of Multicultural Affairs and to meet other students and enjoy a snow cone during the first day of classes.



## Welcome Back Paint Night

On Wednesday August 25<sup>th</sup>, the Office of Multicultural Affairs hosted an open house to introduce the Paint Night in the Multicultural Center during welcome week to bring students together for a fun night of networking and socializing. This event took place during welcome week to bring students to the Multicultural Center to learn more about the resources the center provides.



## *Hispanic Heritage Month 2021*

### Latin Food Festival

On September 16, 2021 at 6:00 p.m. the Office of Multicultural Affairs hosted the annual Fall Explosion event. Over 80 students attended the event and enjoyed refreshments, 15 multicultural student organizations hosted information booths, and entertainment was provided by the African Student Association. While students mingled, they enjoyed music, and learned about the many multicultural student organizations on campus. At the end of the night students participated in a Kahoot quiz game, and the top three winners received prizes. The event was assessed via the A-State App with the majority of the students giving the event 5 stars. 200 students attended



## Hispanic Heritage Museum

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## Diversity Meet-Up

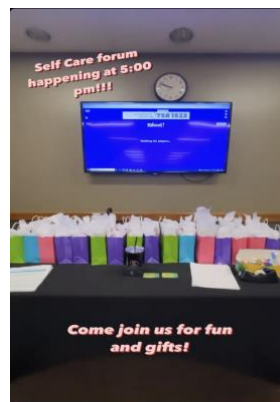
On Thursday, September 30, 2021, at 6:00 P.M., Multicultural Affairs partnered with A-State Career Services to host a Diversity Meet Up event. This event was targeted at juniors and seniors with a focus on preparing for their careers after college. The goal of the program was to build career confidence and provide a space for diverse and underrepresented students to network. Attendees were able to network with minority leaders in healthcare, finance, education, community relations and more, receive a business portfolio, and were entered into drawings for gift cards for professional attire and gas. About 50 students attended the event.



## Self-Care and Mental Health Forum

On October 5<sup>th</sup>, Miss. Kim Phan, Student Ambassador led Multicultural Affairs in our annual Self Care Forum. The event was a collaboration between the Multicultural and the A-State Counseling Center (Mrs. Pat Glascock was the guest speaker). At the event students, faculty, and staff were taught

various self-care strategies and how to cope during times of stress. We had 30 student, faculty, and staff check-ins for the event in addition to the various presenters.



## *Native American Heritage Month 2021*

- November 11th, the Multicultural Ambassadors hosted a Native American Heritage Month Craft & Paint Night event in the Multicultural Center during NAHM to bring students together for a fun night of crafts to celebrate the Native American Culture. Approximately 50 students attended.
- Wednesday November 10<sup>th</sup>, the Multicultural Center partnered with the University Museum Creating Clay the Native Way to kick off Native American Heritage Month. Approximately 30 students attended.
- Wednesday November 17<sup>th</sup>, The MC Ambassadors hosted Breaking Down the Barriers Movie Night in the Multicultural Center to discuss and analyze stereotypes. Approximately 30 students attended.
- Monday November 29<sup>th</sup>, MC Ambassadors hosted Friendsgiving with authentic Native American Dishes to bring about appreciation for the cultural foods. Approximately 35 people were in attendance.



## Spring 2022 Welcome Back Event

The Office of Multicultural Affairs hosted a Welcome Back event on Monday, January 13, 2022 from 11:00 a.m. to 1:00 p.m. Around 50 students attended the event dropping in for cookies and hot chocolate, and many students stayed to play games with the ambassadors and staff. Many of the students who attended the event thanked the staff for adding new games, and for the hot chocolate bar.



## Black History Month 2022

The Multicultural Center (Ms. Nora Bouzihay) led planning of the annual calendar of events for Black History Month 2022. Events for the month were as follows:

- February 1, BHM Kick-Off-Our office hosted a kickoff for Black History Month in the student union. We celebrated with cake and punch. Approximately 100 students, faculty, and staff attended the event.



- February 3, BHM Lecture-Black Families and Mental Health Panel partnered with KLEK approximately 50 in attendance. Event had to be changed to virtual due to inclement weather.



- February 10, BHM Sankofa with ARRAY studios collaborating with New St. John Missionary Church. Event took place in the Student Union Auditorium. After the film, panelists Dr. James Conway, Ms. Nora Bouzihay, Dr. Angelo Brown, Mrs. Sharon Brown, Pastor Clark, and Mrs. Angela Davis guided discussion from ARRAY learning component. Approximately 50 faculty, staff, and students attended.



- February 24, BHM Lecture- Lecture with Dr. Patricia Griffen-Black Families Health and Wellness hosted in the Student Union Centennial Hall. Approximately 30 people were in attendance.



- On Saturday, February 26, at 10AM the Black History Month committee held the fourth annual Living Legends event. This event highlights A-State Alumni and individuals in Arkansas who have enriched their communities, excelled in their fields and inspired younger generations.
- On Saturday, March 5<sup>th</sup>, Multicultural Affairs staff collaborated with Ejji Studios to host the Evolve Fashion show and talent showcase at 6PM in Centennial Hall. The event was a showcase of Black art, hair and fashion throughout the decades. Approximately 150 guests attended this event. This event was supposed to occur during BHM, but due to unforeseen weather conditions the event was postponed to a later date.





## *Women's History Month 2022*

- On March 1, 2022, Multicultural Affairs held a Women's Empowerment Recognition Breakfast from 9-11AM to honor amazing women at Arkansas State University.
- On March 7, Multicultural Affairs and Career Services will host Women in the Workplace from 6PM-8PM. The event will highlight diverse women who will offer tips on success in the workplace.



- On March 9<sup>th</sup>, the Multicultural Center collaborated with the Bradbury Art Museum and Sister 2 Sister with the annual Natural Hair Care Forum. This event centered on the importance of celebrating natural hair in the workplace. Approximately 75 students, faculty, staff, and community members attended. The event also provided A-State student owned businesses a space to sell their natural hair care products.



- March 15, Hidden Figures Movie Night with a panel discussion. This event was hosted by the Multicultural Center. MC Ambassadors opened up the discussion with a variety of questions for the audience. Approximately 30 students, faculty, and staff attended.
- March 30<sup>th</sup>, Multicultural Ambassadors hosted an event titled Purpose of the Plate with special guests from the HPES center to teach the students, faculty, and staff the importance of health and wellness. Approximately 30 individuals attended this session.



## *Arab Heritage & Asian American Pacific Islander Month 2022*

- On April 6<sup>th</sup>, Multicultural Center Ambassadors hosted the first Iftar dinner at Arkansas State University partnering with the Student Activities Board (SAB). Approximately 75 students, faculty, and staff were in attendance.



- Wednesday April 20<sup>th</sup>, Multicultural Ambassadors hosted a Craft Night & Bubble Tea night at T-Tea to celebrate the beginning of Asian American & Pacific Islander Heritage Month. Approximately 50 individuals were in attendance.



## ***Non-Traditional Student Services***

Non-Traditional Student Services helps connect nontraditional students to Arkansas State University and Jonesboro by providing educational and social resources and programs to help ensure their success.

### **Non-Trad Fest**

The Nontraditional Student Fall Festival was hosted by the Office of Multicultural Affairs. The event was hosted in Centennial Hall, Reng Student Union on October 2<sup>nd</sup> from 5-8PM. This event was a festival for non-traditional students and their families to have fun and network with their peers. There was food, inflatables, big Jenga and more. Students submitted positive reviews of the event indicating they were engaged and loved the experience.



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## **Non- Traditional Student Week**

For November, Multicultural Affairs and N.T.S.O. published Non-Traditional Student Week social media campaign. The social media campaign throughout the week consisted of publishing access to a variety of resources for our non-traditional students. Posts tailored to unplugging and ways to de-stress as well as the variety of accommodations. We also had a “Non-Traditional Student Spotlight” and spotlighted 5 NTS leaders on our campus.

# ***Veteran Student Services***

## **Veterans Advisory Committee Meeting**

On Wednesday, September 1, the Veteran’s committee conducted the first monthly meeting to discuss goals for the semester. The committee oversees the transitions, retention, goals, and success of the university as it pertains to Military, Dependent, and Veteran students. Coming together to ensure the high-quality success of military-affiliated student by spearheading regular communication between each department. Committee meetings will be held on first Wednesday of each month.

On Wednesday, 6 October, 2021, Veteran Committee held the first Veteran Success Meeting for Fall 2021. This is an advisory committee that oversees the transitions, retention, goals, and success of the university as it pertains to Military, Dependent, and Veteran students. Coming together to ensure the high-quality success of military-affiliated student by spearheading regular communication between each department.

On Wednesday, 3 November, 2021, the Veteran Committee hosted the second Veteran Success Meeting for Fall 2021. The meeting was held in the White River Room. This is an advisory committee that oversees the transitions, retention, goals, and success of the university as it pertains to Military, Dependent, and Veteran students. Coming together to ensure the high-quality success of military-affiliated student by spearheading regular communication between each department.

On Wednesday, 1 December, 2021, the Veteran Committee will hold the third Veteran Success Meeting for Fall 2021. The event was held in the White River Room. This is an advisory committee that oversees the transitions, retention, goals, and success of the university as it pertains to Military, Dependent, and Veteran students. Coming together to ensure the high-quality success of military-affiliated student by spearheading regular communication between each department.

## **Military Mondays**

On Monday, September 27, Mr. Bumper started the MC “Military Mondays” program to help recognize the extraordinary sacrifices our student veterans and military affiliated have made while serving this great country. Military Mondays is the MC way to say thank them for their outstanding service and offer our veteran services as needed. We are honored to provide free coffee, donuts,

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assorted snacks, beverages and friendly discussion on all topics military related. Military Mondays will be observed the first Monday of each month.

On Monday, 25 October, 2021, The MC hosted the second Military Mondays to recognize the extraordinary sacrifices our Student Veterans and their loved ones have made while serving this great country. Event was located in the Student Veterans Lounge. Military Mondays are a way to say thank you for their outstanding service. Free coffee and donuts were offered. Students were also informed of numerous educational opportunities available through the Montgomery GI Bill® and other resources offered by A-State veteran representatives. Five (5) students attended and visiting the lounge.

On Monday, 29 November, 2021, The MC hosted the third 'Military Mondays' to recognize the extraordinary sacrifices our Student Veterans and their loved ones have made while serving this great country. The event was held in the Student Veteran Lounge.

### **Veterans' Day Recognition Ceremony**

On Thursday, 11 November, 2021, the MC hosted the annual Veteran's Day Breakfast in the White River Room of the Student Union building. This event is to honor student veterans and active duty military on with a complimentary meal. This event will serve as a reminder of our service members who serve, pay the ultimate price, and gave their lives in defense of our nation.

## ***Multicultural Education***

Multicultural education encompasses trainings, workshops or other initiatives that further educational conversations about diversity, inclusion, and social justice.

### **Diversity and Inclusion Trainings**

- On Friday, June 18, 2021, Multicultural Affairs Staff partnered with St. Bernard's Healthcare for the second annual Diversity Conference. The themes for 2021 was "These are the Times: Diversity in Action." Three speakers, Dr. Bryan Hotchkins, Dr. Faye Cochiarra, and Russell Shaffer offered participants tools for enacting diversity practices in everyday settings. There were 109 registrants. Over 90 percent of participants indicated that the speakers were good or excellent and that their understanding of diversity issues discussed at the conference increased.
- Leadership Jonesboro Session on Friday, July 9, Mr. Bumper & Ms. Nora Bouzihay provided a diversity training to the Jonesboro Leadership 2021 class through the Jonesboro Chamber of Commerce. The training offered an overview of diversity, inclusion, equity, and social justice, followed by self-assessment activities. The goals of the training included a deeper understanding about identities and communicating across various cultures/identities. The

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session ended with a review of programs and services in the Multicultural Center and Division of Diversity and Community Engagement. About 25 leaders attended the session.

- On Tuesday, July 13, Dr. Allen Moore presented on leadership skills to a group of students attending the ACT Preparation program offered through the Division of Diversity and Community Engagement. About 20 students attended the workshop.
- On Monday, August 16, Dr. Allen Moore presented to the INSPIRE student group on leadership skills in college. About 45 students attended the session.
- On Wednesday, August 18, Ms. Nora Bouzihay presented a diversity training workshop to Student Support Services Summer Bridge program. The group went over elements of cultural appreciation and sensitivity as well as a beginning introduction to diversity, inclusion, and social justice. About 17 students attended the session.
- On Thursday, August 19, Multicultural Affairs Staff hosted a diversity training for 90+ resident assistants. The group went over diversity concepts and worked through case studies on diversity, equity and inclusion in residence life.
- On Friday, August 20<sup>th</sup>, Ms. Roshanna Luster represented the Multicultural Ambassadors during the Student Support Services BRIDGE program. Ms. Luster discussed her experiences as an MC Ambassadors and the benefits she has received as a leader on campus.
- On Friday, August 20, Dr. Allen Moore and Ms. Nora Bouzihay attended the INSPIRE Resource Fair to the INSPIRE students to provide knowledge and resources about the Multicultural Center.
- On Thursday, September 9, 2021, Ms. Nora Bouzihay conducted a diversity training for Ms. Eboni Allen's FYE course. Students discussed diversity terms, identities, privilege, marginalization, and biases. About 25 students attended the session. Student evaluations indicated that the average participant increased their understanding of diversity and inclusion from 5.86 to 8.8 on a scale of 10. Related to knowledge of presenter, the average student rating was 4.73/5.00 and related to usefulness of information, the student rating was 4.73/5.00.
- On Thursday, September 9, 2021, Dr. Evette Allen Moore conducted a diversity training for Dr. Natasha Neal's FYE course. Students discussed diversity terms, identities, privilege, marginalization, and biases. About 25 students attended the session. Student evaluations indicated that the average participant increased their understanding of diversity and inclusion from 7.57 to 9.0 on a scale of 10. Related to knowledge of presenter, the average student rating was 4.57/5.00 and related to usefulness of information, the student rating was 4.85/5.00.
- On Monday, September 20, 2021, 10AM Dr. Evette Allen Moore and Ms. Nora Bouzihay conducted a diversity training for Ms. Annie Everette's FYE course. Students discussed diversity terms, identities, privilege, marginalization, and biases. About 25 students attended the session.

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- On Wednesday, September 22, 2021, 9AM, Dr. Evette Allen Moore conducted a diversity training for Ms. Annie Everette's FYE course. Students discussed diversity terms, identities, privilege, marginalization, and biases. About 25 students attended the session.
  - On Wednesday, September 22, 2021, 1PM, Ms. Nora Bouzihay conducted a diversity training for Ms. Annie Everette's FYE course. Students discussed diversity terms, identities, privilege, marginalization, and biases. About 25 students attended the session.
  - Friday September, 24<sup>th</sup>, Ms. Nora Bouzihay conducted a diversity training to Ms. Gwennette Confer's a First Year Experience course, approximately 27 students were in attendance. The training covered diversity, inclusion, and social justice.
  - On Friday, September 24, Mr. Bumper conducted Green Zone Training for A-State staff and military-affiliated personnel. The training was for faculty and staff who wish to learn more about the military affiliated student experience. The goals was to train members of the A-State community to know more about the issues and concerns faced by military-affiliated students and to identify individuals who are available to assist this population. Upon completion, participants will be able to lend a sympathetic ear and help the student-veteran identify and connect with the appropriate resources. Participants who complete the training will receive a sign to display in their office. A total of 11 faculty and staff attended.
  - On Monday, October 4, Multicultural Affairs and Women and Gender Studies held a Safe Zone Training, led by Dr. Evette Allen Moore and Dr. Sarah Kendig for staff in the Beck Center for Veterans and Access & Accommodation Services. About 15 individuals participated and learned strategies to support and advocate for LGBT+ Faculty, staff and students.
  - On Thursday, October 7, 2021, Ms. Nora Bouzihay conducted a diversity training for Dr. Sanjeev Acharya's Introduction to Sociology course. Students discussed diversity terms, identities, privilege, marginalization, and biases. About 20 students attended the session.
  - On Friday, October 8, 2021, Ms. Nora Bouzihay and Mr. Taron Robinson conducted a presentation about the Office of Multicultural Affairs at Experience A-State. The two spoke with students who are interested in attending A-State along with their families. There were approximately 125 individuals at the presentation.
  - On Tuesday, October 12, 2021 Dr. Allen and Mr. Jimmy Bumper conducted a diversity training for Northeast Arkansas Society of Human Resource Management (NEASHRM) faculty in support of their 12th Annual Supervisor Seminar. The purpose was to provide knowledge to supervisors from local businesses with topics on diversity and inclusion. The training highlighted definitions, identities, biases, and how to hold conversations about differences. Approximately 60 people were present for the training.
  - On Friday, October 15, Dr. Allen Moore and students Courtney Atkins and Larry Turner presented at the Arkansas Council for Women in Higher Education Conference. Their talk covered multicultural student organizations as spaces of affirmation, leadership, growth and development for marginalized students on PWI campuses.

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- On Friday, November 5, 2021, Ms. Nora Bouzihay conducted a short training with International Students in the International Programs Department. Students discussed American cultures and customs emphasizing on media and variety of protests due to injustice. About 25 students attended the session.
  - On Friday, November 12, 2021, Ms. Nora Bouzihay conducted a diversity training for Dr. Shaquita Renelique FYE course. Students discussed diversity terms, identities, privilege, marginalization, and biases. About 20 students attended the session.
  - On Friday, November 11, 2021 and Tuesday November 16, 4 Multicultural Ambassadors spoke to Mr. David Holman's course. Students were invited to discuss their diverse experiences as student leaders at A-State in 2 courses. The MC Ambassadors spoke to approximately 50 students.
  - January 31, NPHC Diversity Training. Ms. Nora Bouzihay presented a diversity training workshop to A-State NPHC. The group went over elements of cultural appreciation and sensitivity as well as a beginning introduction to diversity, inclusion, and social justice. About 45 students attended the session.
  - Thursday February 10<sup>th</sup>, Ms. Nora Bouzihay spear headed the Spring 2022 Minority Advisor Council (MAC) Meeting. This council is comprised of advisors for A-State multicultural based registered student organizations to learn more about the resources on campus, discuss initiatives and plans, develop better support to thrive as a unit, as well as learning tools and resources to give to their student organizations.
  - Friday February 11<sup>th</sup>, Ms. Nora Bouzihay hosted a workshop and diversity training A-State Tri-Council. The group went over elements of cultural appreciation and sensitivity as well as a beginning introduction to diversity, inclusion, and social justice. About 50 students attended the session.
  - On Tuesday, February 18, Ms. Nora Bouzihay presented a diversity training workshop to Ms. Gwenette's Making Connections Class for international students. Ms. Bouzihay began the first part of the diversity training including a beginner introduction to diversity and inclusion and its impact it has on the community. She discussed and defined diversity, inclusion, equity, and social justice. Approximately 26 individuals were in attendance.
  - On Friday, February 18, Dr. Allen Moore hosted a workshop on Diversity as a tool for career development, at the Career Leadership Conference hosted by A-State Career Services. The Career Leadership Conference is designed to empower future leaders with high-impact skills for the workplace. Current and prospective students will be self-aware, career-ready, and develop key skills for academic success.
  - On March 10<sup>th</sup>, The Office of Multicultural Affairs hosted a staff appreciation to recognize and celebrate the work of faculty, staff, and team members throughout the year.
  - On March 30<sup>th</sup> Dr. Evette Allen-Moore and Ms. Nora Bouzihay performed beginners Diversity, Equity, and Inclusion training to the A-State Pack Leader student group. The group went over



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elements of cultural appreciation and sensitivity as well as a beginning introduction to diversity, inclusion, and social justice. About 15 students attended the session.

- On April 14, Dr. Allen Moore presented at the Greek Life to Real Life event, offering career preparation tips and advice to juniors and seniors in Greek life.
- On April 19<sup>th</sup>, the A-State Presidents Leadership Council invited Ms. Nora Bouzihay to discuss and train student leaders how to continue to prosper as student representatives. Several topics were discussed dealing with diversity, equity, inclusion, and belong, to enhance the growth and sustainability of student organizations.
- On May 20-21, 2022, the Office of Multicultural Affairs collaborated with Women and Gender Studies to host a Safe Zone Train-the-Trainer program. Over 20 faculty, staff, students, and guests from NYITCOM at A-State convened to discuss facilitation techniques and new information for supporting and advocating for LGBT+ populations. Those who attended the trainings will use what was learned to host level 1 Safe Zone trainings at A-State.

## ***Student Success and Leadership***

### **Brother to Brother (B2B)**

- Brother 2 Brother participated in the Community & Student organization fair on August 25<sup>th</sup> and connected with students and community members.
- B2B conducted their first general body meeting on September 1<sup>st</sup>, about 25 members attended.
- Wednesday, September 8<sup>th</sup>, Ms. Nora Bouzihay (H&H and SIA) met with Mr. Taron Robinson and Mr. Ja'Von Long (BSA, B2B, and SDRT) regarding minority organizations to bring unity and support for the RSOs. Event planning and discussion regarding possible collaboration and support was discussed.
- September 15<sup>th</sup> B2B hosted their annual Barbershop Talk about 15 students attended.
- On September 30<sup>th</sup>, B2B hosted 100 Black Men in Suits.
- B2B hosted a "Midterm Check In: Mental Health" on October 13<sup>th</sup>, about 25 students attended. The event was hosted in the Multicultural Center common area.
- B2B partnered with S2S "Cuffing Season Part 1" event to discuss relationships and growing within inner self.
- Brother to Brother held their general body meeting and mid-term check-in on October 13, 2021. The meeting was located in the Multicultural Affairs common areas and 25 people attended the event.
- January 26<sup>th</sup> B2B held their General Body Check in meeting. The meeting was located in the Multicultural Center common area, approximately 35 students, faculty, and staff attended.
- B2B partnered with S2S "Cuffing Season Part 2" event on February 16<sup>th</sup> to discuss relationships and growing within inner self, about 20 students attended.

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- B2B partnered with S2S on February 16<sup>th</sup> in the No More Cancer Rally.
  - On March 10<sup>th</sup>, B2B hosted Game Night in the Multicultural Center common area.

### **Hispanic Outreach and Latinx Appreciation (H.O.L.A.)**

- HOLA hosted their first General Body Meeting on August 30<sup>th</sup>, 2022
- On September 8<sup>th</sup> HOLA hosted a Karaoke/Game Night. Approximately \_\_\_ students attended
- HOLA collaborated with the Office of Multicultural Affairs on September 21<sup>st</sup> with the Hispanic Heritage Museum event.
- HOLA hosted their annual “Viva La Noche” approximately 150 students attended on October 14<sup>th</sup>, 2022.
- On Tuesday November 2<sup>nd</sup> H&H, SIA, and HOLA hosted Dia de los Muertos on Heritage Lawn Plaza. Approximately 125 individuals attended the event.
- January 18<sup>th</sup>, HOLA hosted their general body meeting, approximately 5-7 members attended.
- January 18<sup>th</sup>, HOLA hosted Chocolate Abuelita in the student union, approximately 50 faculty, staff, and students.
- On February 21<sup>st</sup> HOLA hosted their General Body Meeting & Karaoke Night.

### **Non-Traditional Student Organization (NTSO)**

- The Non-Traditional Student Organization (NTSO) held two interest meetings on February 2 at 12 and again at 6pm. The meeting detailed the organization, upcoming events and open officer positions.

### **Sister to Sister (S2S)**

- Sister to Sister held their retreat on July 9, 2021. They worked through team building exercises and discussed events for Fall 2021.
- S2S general body meeting, Sep. 7 (introductions, ice-breaker, review of the organization and mentor program) and exec meeting,
- S2S Executive Board met on Sep. 14 (matched mentors/mentees)
- On September 21<sup>st</sup>, Sister to Sister conducted their Induction Ceremony in the Mockingbird Room; over 30 students, faculty, and staff.
- On Thursday, October 14, Sister to Sister Mentoring organization held their October general body meeting and girl chat event. About 30 students attended and discussed current issues for Black Women and strategies to support and sustain one another.
- On October 28<sup>th</sup>, S2S hosted a Halloween Social with pizza, games, and pumpkin painting about 25 mentees and mentors attended.
- On November 12<sup>th</sup>, Sister 2 Sister hosted their annual Sister’s Tea at the ASU Pavilion and had Candace Evans and Perdeta Bush as their guest speakers.

- On November 16<sup>th</sup>, S2S partnered with B2B “Cuffing Season Part 1” event to discuss relationships and growing within inner self.
- Sister to Sister hosted a winter clothing drive from December 2-16<sup>th</sup>.
- S2S partnered with B2B “Cuffing Season Part 2” event on February 16<sup>th</sup> to discuss relationships and growing within inner self, about 20 students attended.
- On March 9<sup>th</sup>, Sister to Sister collaborated with the Office of Multicultural Affairs and the Bradbury Art Museum

### **Hermanidad de Sigma Iota Alpha Incorporada (SIA)**

- SIA (Sigma Iota Alpha Sorority Incorporate), Hermana y Hermano, and HOLA Executive Board held a small retreat on Friday July 16, 2021. During the retreat the students discussed their missions as a Latinx organizations on campus, and discussed events and goals for Fall 2021.
- August 30<sup>th</sup>, Sigma Iota Alpha began their raffle ticket collection for their One Heartland philanthropy.
- September 14<sup>th</sup>, SIA hosted their first event of the semester “AquaSIA” on campus. Approximately 45 students participated in the event.
- On Thursday, September 16<sup>th</sup>, the Multicultural Ambassadors kicked off Hispanic Heritage Month with the Latin Food Festival collaborating with SIA and the Hispanic Center of Jonesboro. Approximately 200 people were in attendance during the night.
- SIA week began on September 27<sup>th</sup> with an informational table for the organization.
- September 29<sup>th</sup> was the SIA colony’s first founders’ day as new founders on campus, the ladies of SIA dedicated their founders’ day by highlighting women on campus by giving out roses to thank them by passing out roses.
- September 27<sup>th</sup> the ladies of SIA hosted their kickoff event at the A-State Pavilion, approximately 100 individuals came out to support the organization.
- September 30<sup>th</sup>, the ladies of SIA hosted their first informational of the semester.
- On Thursday October 7<sup>th</sup>, SIA hosted Cooking with the SIAs Virtual Event. Approximately 15 students participated in the event.
- On Monday October 11<sup>th</sup>, SIA hosted Loteria Night. Approximately 25 students participated in the event.
- On October 18<sup>th</sup> SIA collaborated with Alpha Kappa Alpha on Monday Sundae event.
- On Friday October 22<sup>nd</sup>, SIA hosted their 2<sup>nd</sup> informational.
- On Friday October 29<sup>th</sup>, SIA participated in Trick or Treat with the Greeks, approximately 75 individuals attended.
- On November 9<sup>th</sup> H&H hosted a Class Scheduling workshop for students at A-State, approximately 20 students attended.
- On November 6<sup>th</sup>, SIA hosted NALFO Day of Service. Approximately 25 students attended.
- On November 7<sup>th</sup> SIA hosted an environmental cleanup. Approximately 25 students attended.
- On November 12<sup>th</sup> SIA hosted their 3<sup>rd</sup> informational meeting for the semester.
- November 13, SIA hosted a community service collaborating with the Jonesboro Humane Society, approximately 25 students attended.

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- On the week of November 15-19 SIA tabled in the Student Union for their Churro fundraiser.
  - On November 19<sup>th</sup>, SIA hosted a Studying with the SIAs event at the A-State Library. Approximately 40 students attended the study session.
  - SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted their two-day spring virtual retreat January 8 & 9.
  - SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted their first spring informational meeting on February 25<sup>th</sup>.
  - SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted a Pillow Talk discussing different gender issues faced by women, approximately 19 students attended.
  - February 22<sup>nd</sup>, SIA (Hermandad de Sigma Iota Alpha Incorporada) and Hermano y Hermana hosted a volunteer event at the NEA Local Food Bank. 50 students, faculty, and staff attended.
  - February 22<sup>nd</sup>, SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted a A-State Greek collaborative event. The purpose of the event was to network and build connections amongst greeks and non-greek affiliated students. Approximately 75 students attended.
  - On March 2<sup>nd</sup> SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted Oh No the Plate is Broken to bring about awareness to mental health. Approximately 15 students attended this event.
  - On March 15<sup>th</sup>, ladies of SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted their Mexican Food Stand fundraiser.
  - From March 28<sup>th</sup> to April 27<sup>th</sup>, ladies of SIA (Hermandad de Sigma Iota Alpha Incorporada) participated in a T-Shirt Fundraiser to empower women and girls for women's history month.
  - On April 1<sup>st</sup>, SIA (Hermandad de Sigma Iota Alpha Incorporada) volunteered at the NEA Humane Society for the afternoon.
  - On April 18<sup>th</sup> SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted a Cooking with the SIAs virtual event. Approximately 20 individuals participated in this event.
  - On April 25<sup>th</sup>, SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted a "Jump into Action" Ultimate Air. Approximately 20 individuals attended.
  - On April 26<sup>th</sup>, SIA (Hermandad de Sigma Iota Alpha Incorporada) volunteered in organizing care packages for the Jonesboro Family Crisis Center.
  - On April 27<sup>th</sup>, SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted a "Pie a SIA" Fundraiser as well as launched their Inspirational Women Video Campaign.
  - On April 28<sup>th</sup>, SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted a picnic on the lawn to bring students together to celebrate ending the semester strong. Approximately 25 students attended.
  - On April 29<sup>th</sup>, SIA (Hermandad de Sigma Iota Alpha Incorporada) hosted a campus wide celebration in the one-year charter anniversary of the SIA colony here at Arkansas State University.

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## **Hermana y Hermano (H&H)**

- August 23<sup>rd</sup>, Hermana y Hermano hosted a welcome back event including a Campus Tour for incoming students.
- On Tuesday August 31<sup>st</sup>, Hermana y Hermano hosted an interest meeting and faculty mixer connecting students within the organization.
- September 7<sup>th</sup> Hermana y Hermano hosted a time management workshop to the student mentees.
- Friday, September 10<sup>th</sup> the Executive Board for Hermana y Hermano and advisors Dr. Fabricio and Ms. Nora Bouzihay met with Dr. Thilla to discuss how to implement the Mexico campus students to be apart of the Latinx organizations specifically the mentorship component.
- September 22<sup>nd</sup>, Hermana y Hermano hosted their mentor and mentee relay event and field day at the Red Wolf center. Approximately 42 students were in attendance.
- On Tuesday October 5<sup>th</sup>, Hermana Y Hermano hosted a FAFSA workshop, approximately 10 students attended.
- On Tuesday October 12<sup>th</sup>, Hermana y Hermano hosted a Scary Movie night. Approximately 30 students attended.
- On Wednesday October 20<sup>th</sup>, Hermana Y Hermano Hosted Midterm Breather bonding activity at Hijinx. Approximately 23 students attended.
- Hermana y Hermano hosted a fall “Pumpkin Carving” event on October 26, 2021. It was located in the Multicultural Affairs common areas and 45 people attended. The purpose of this event was to have mentors and mentees paired together to carve pumpkins in order to strengthen the bond between mentees and mentors. Students shared mentee to mentor strengths and weakness and helped one another identify and learn the skills and knowledge needed for a successful school year.
- Hermana y Hermano held a “banner creation” event on October 27, 2021. It was located in the Multicultural Affairs common areas and 15 people attended. This was their second “mentor and mentee” fall bond strengthening event. Mentor and mentees were paired based off personal strengths and weaknesses to create banners of self-expression for upcoming fall events. Students acknowledged personal concerns and areas needed for improvement.
- From November 1-15 Hermana Y Hermano hosted a Thanksgiving Food Drive.
- November 7<sup>th</sup>, H&H hosted Mentor Retreat, approximately 30 people attended.
- On November 16<sup>th</sup>, H&H Hosted a Friendsgiving for the member body, approximately 50 students attended.
- From December 1-9<sup>th</sup>, H&H held their Adopt a family holiday event, approximately 45 students participated.
- On December 2<sup>nd</sup>, H&H Hosted their Gingerbread making event with the mentors and mentees. Approximately 50 students attended.
- January 16, 23, and 31<sup>st</sup> Hermana y Hermano had an Eboard meeting with advisors to discuss events and retreat for the semester.

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- January 18<sup>th</sup>, Hermana y Hermano hosted a Bowling Social event. Approximately 25 mentors and mentees attended.
  - January 19<sup>th</sup>, Hermana y Hermano hosted a Resume & Study Tips workshop. Approximately 24 students attended.
  - On January 24<sup>th</sup>, Hermana y Hermano hosted a Movie Night and Panel Discussion of the movie Encanto. Approximately 45 students attended the screening and discussion.
  - On Tuesday, February 8<sup>th</sup>, Hermana y Hermano mentorship program hosted Dress the Part and Study Tips where they discussed professionalism and dressing the part in the workforce. Approximately 15 students attended.
  - Hermana y Hermano mentorship program hosted personality and love language workshop on February 10<sup>th</sup>. The event was tailored to discuss the different types of personalities and their characteristics. Ms. Nora Bouzihay & Faith Ochoa discussed understanding the importance of the Enneagram test as well as love language both in the workplace and personally establishes relationships as well as trust. Approximately 40 students attended this workshop.
  - Hermana y Hermano hosted a relay/field day event on March 3<sup>rd</sup>. Approximately 45 students attended.
  - On March 8<sup>th</sup>, Hermana y Hermano hosted a Latinx Professionals Panel. Approximately 30 individuals attended the panel discussion.
  - On March 31<sup>st</sup>, Hermana y Hermano mentorship program hosted Colorism in Latinx Community Workshop. The purpose was to discuss colorism within the community from Latinos/Latinas, afro Latinx, as well as a variety of religious differences. Approximately 25 students attended.
  - On April 10<sup>th</sup> Hermana y Hermano hosted their annual cookout. Approximately 40 students, faculty, and staff attended.
  - From April 18<sup>th</sup>-25 Hermana y Hermano mentorship program participated in Food stock food drive with the NEA Foodbank. Over 100lbs of perishable items were collected.
  - On April 27<sup>th</sup>, Hermana y Hermano hosted a finals study session during finals week. Approximately 20 students participated.
  - On April 29<sup>th</sup>, members of Hermana y Hermano volunteered with the Hispanic Center Celebrity Breakfast.
  - On May 1<sup>st</sup>, Hermana y Hermano hosted the first annual graduation celebrating the achievements of the mentors and mentees within the mentorship program.
  - For the 2022-2023 school year the new Executive Board for Hermana y Hermano will be Alicia Sustaita (President), Natan Gomez (Vice President), Jesus Wences & Samuel Witt (Social Media & Outreach), Erica Bertado (Secretary). The advisors are Ms. Nora Bouzihay and Dr. Fabricio Medina-Bolivar.

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### **Sigma Gamma Rho Sorority, Inc. (SGRho)**

- January 19<sup>th</sup>, Sigma Gamma Rho Sorority Incorporated hosted their first interest meeting mixer. Sigma Gamma Rho is coming back to Arkansas State University after 17 years.
- On April 8<sup>th</sup>, the Omicron Tau Chapter of Sigma Gamma Rho Sorority, Incorporated returned to A-State. The Omicron Tau Chaptered inducted 11 girls.
- For National Week of Service 8 members of Sigma Gamma Rho Sorority, Incorporated participated in Greek Wide Day of Service on April 20<sup>th</sup> at the Salvation Army, Family Crisis Center, and the Foundation of Arts.
- On April 27<sup>th</sup>, Sigma Gamma Rho Sorority, Incorporated hosted their Flag Raising Ceremony at Unity Park. Approximately 45 students, faculty, staff, and administration were in attendance for the historical moment.
- On April 27<sup>th</sup>, the Omicron Tau Chapter of Sigma Gamma Rho recognized Denim Day to bring awareness of victims of sexual assault.

### **Alpha Kappa Alpha Sorority, Inc. (AKA)**

- On January 17, MLK Day of Service was held. Donations were taken to a local food pantry.
- Paint the Town Pink Week was held October 4-9 to highlight economic legacy and breast cancer awareness. During this week, the ladies of AKA held an Breast Cancer Awareness Essay Contest, a shopping smart event, Tacky Pink Day for Breast Cancer Awareness, a breast cancer walk, a talent show benefitting breast cancer and highway clean-up wearing pink for breast cancer awareness.
- AKAdemic study kits were given to students during the first week in December. The purpose of the kits was to wish students well as they studied for final exams.
- Apr 8 AKA International Global Impact Day
- SKee Week was held March 28-April 1 with workshops on women's health, economic legacy, and a highway clean-up for global impact.

## ***Multicultural Leadership Council***

- On Friday, October 15, the Multicultural Center hosted a Multicultural Leadership Council Meeting to review the campus app and marketing strategies with multicultural organizations.
- The Multicultural Leadership Council met on Friday, January 28 at 12noon. Multicultural groups discussed campus funding opportunities. Representatives from the student government association, student philanthropy council, and multicultural affairs were present. Seven (7) student groups attended.

## Multicultural Ambassador Program



The purpose of the Multicultural Ambassador Program at Arkansas State University is to provide opportunities for students to take an active role in educational, cultural, social, and leadership opportunities for students on campus as it pertains to multiculturalism, equity, and social justice. The overall goal of the program is to promote the genuine celebration of differences and promote multicultural awareness that assists with engaging across cultures and in everyday settings. Multicultural Ambassadors are responsible for facilitating and implementing various aspects of cultural programs, educational workshops, and leadership development opportunities throughout the school year.

### *MC Ambassador Assessment*

**When asked, in what ways have you developed as a multicultural leader over the past semester?**

**Responses indicated ambassadors developed in the following ways:**

- Teamwork
- Confidence in leadership
- Learning about, educating and advocating for various groups
- Organization & Leadership skills
- Program Planning & Marketing Skills
- Interpersonal Communication skills
- Time management

**When asked, “What programs and/or initiatives from Multicultural Affairs had the greatest impact on you learning to communicate across different cultures?” (I.e. communicating with those different from you or advocating for marginalized groups).**

- Latin Food Festival: learning about various types of foods within the Hispanic community.
- Hispanic Heritage Museum: increased knowledge in the Hispanic/LatinX community and learning about afro-Hispanics.



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- The LGBTQ+ program: increased understanding of the needs of that community and how to advocate.
  - The Native American Heritage Month: highlight native American traditions and contributions.
  - Women in the Work Place: highlighting the diversity in the roles of women.
  - EVOLVE: Celebration of Black art, hair, fashion.
  - Iftar Dinner: Learning about the customs behind Muslims during the month of Ramadan.
  - Boba Tea & Craft Night: learning about the art & crafts done done to celebrate the culture of the Asian community.

**When asked, “How have you used diversity communication in the following setting? (academic, social, etc).**

- Advocating for and communicating across difference in more effective ways.
- Better understanding people in more diverse settings as well as different perspectives.
- Becoming more culturally aware.
- Communication with those different from one’s self.
- Learning to better empathize with those different from one’s self.

**When asked, “Has this program impacted your long-term or short-term academic goals? If so, in what ways?”**

- Better understanding of how to organize time & priorities.
- Encouraged self to be more successful.
- Encouraged self to set higher goals for one’s self.
- Becoming a better public servant.
- Understanding the importance to learning more.

## ***Thompson Scholarship***

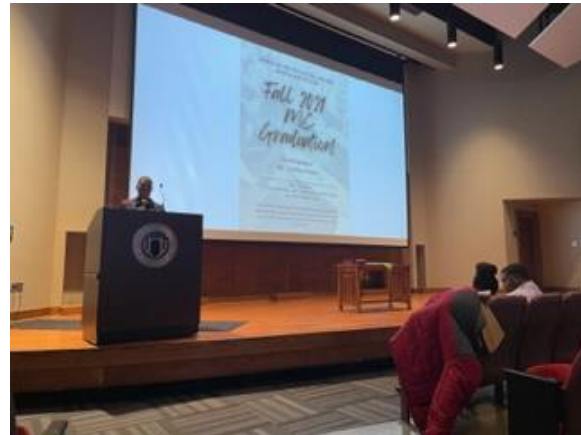
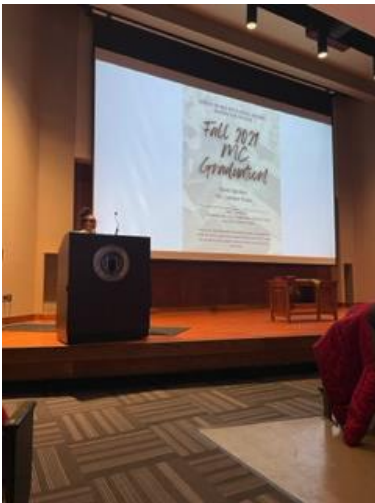
The Thompson Scholarship Committee met to to discuss award winners for 2021-2022. Fifteen students (15) applied for the award this year. Students were chosen based on academic merit, campus involvement, financial need and their response to two essay questions. Each student received \$2,000.00 for the academic year, \$1,000 for the fall semester and \$1,000 for the spring semester. Awardees are for 2021-2022: Joy Byrd, Izzeldin Ahmed, Elise Brazile, and Asia Hervey.

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# *Academic Honors/Graduation Celebrations*

## **Fall 2021 Multicultural Graduation**

On Monday, December 6, 2021, the Office of Multicultural Affairs held the 2021 Fall MC Graduation for A-State Students that are graduating on December 18, 2021. In total, the fall graduating class of students that represented Baccalaureate, Master's, Specialists, and Doctoral degrees were approximately 308 in number. On the night of the ceremony, the MC distributed 75 certificates. Ms. Candace Evans was the keynote speaker.



## **Spring 2022 Multicultural Graduation**

On April 21 and 22, 2022, the Office of Multicultural Affairs awarded all 2022 Spring MC Graduation for A-State Students that are graduating on May 7, 2022. In total, the fall graduating class of students that represented Baccalaureate, Master's, Specialists, and Doctoral degrees were approximately 181 in number. We did not have an in-person graduation ceremony due to short staff within the Multicultural Center, but recognized our students with "Alumni" T-shirts, certificates, and cords for those that were in leadership positions. About 65 of our students stopped by for their recognition.

## **Strong Turner**

On April 22, the Strong-Turner 3.0 Ceremony was held in collaboration with the Strong-Turner Alumni Chapter. The event honors African American students who hold a 3.00 GPA or higher. About 100 students attended the event.

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## *Professional Development, Awards and Recognition*

- September 2021 Mr. Bumper held the first of weekly supervisor and student worker meetings. The purpose of these weekly meetings to address front desk worker responsibilities, student worker needs, action items, upcoming events, and open discussions to address any concerns or barriers faced during previous week. Meetings will be conducted on Mondays with the goal of enhancing their student worker experience and building team cohesion within the MC environment.
- At the start of the 2021-2022 year, Ms. Nora Bouzihay began holding one on one meetings with the MC Ambassadors. The purpose of the weekly meetings is to connect with the students at a one-on-one level. The goal is for the students to feel the sense of community in the Multicultural Center as well as feeling inclusive and valued. This was implemented in order to gain more insight to better lead the students throughout the semester.
- On August 20<sup>th</sup>, 2021, Ms. Nora Bouzihay attended the Lunch & Learn Diversity, Equity, and Inclusion in Arkansas hosted by the Venture Center on. The virtual event was to discuss and train attendees on how to shape authentic diversity initiatives in the workplace. The panel discussion consisted of leaders and business owners in the state to discuss one of the most important places progress on diversity can happen in the workplace as well as what does diverse, equitable, and inclusive Arkansas look like.
- On Wednesday, October 15, 2021, Ms. Nora Bouzihay began working on her Diversity, Equity and Inclusion in the Workplace certificate Program through University of South Florida Muma College of Business
- On Thursday October 29, 2021 Ms. Nora attended the Centering Diverse Voices in Learning Design Webinar.
- On January 10<sup>th</sup>, Ms. Nora Bouzihay took part in professional development seminar with the Asian American Career Ceilings lecture on media and entertain. The purpose of this webinar is to educate professionals, especially in higher education, how to advocate and be allies within the Asian American community.
- On March 11<sup>th</sup>, Ms. Nora Bouzihay participated in “Own Black Womanhood” webinar by Dr. Whitnee Boyd.
- On April 1<sup>st</sup>, Ms. Nora Bouzihay attended the Celebrating Arab Americans in diplomacy webinar through the Department of State-Foreign Service.
- Ms. Nora Bouzihay, Amber Yates (Multicultural Ambassador), and Chris Crutchfield (Multicultural Center Director of Committees) were recognized in receiving the Excellence in Diversity Award. SIA (Hermandad de Sigma Iota Alpha Incorporada) also received the Excellence in Diversity Award.

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- Caleb Thomas, Front Desk Worker, won the Career Services 2020-2021 Student Worker of the year award. This award is given to an outstanding student worker who demonstrates exceptional skill, customer service, and teamwork skills.