

Multi-Cultural Center (MCC) Assessment Report 2023-24

Who We Are

The Multi-Cultural Center at Sacramento State supports the needs of diverse communities by providing educational programs and a welcoming space that helps students learn about themselves and others. By collaborating with campus and community partners to co-create diversity and social justice initiatives, the center responds to student needs, fosters social awareness and cultural understanding, and builds bridges between diverse communities.

Summary of MCC Services

- Physical Space: Indoor Lounge & Outdoor Patio
 - For the 2023-2024 academic year, the MCC had 1 staff and 3 student employees. The center was operational from Monday – Friday, 8 am – 5 pm, with occasional evening hours to host events.
 - Front desk reception services & implemented new kiosk for check-in
 - Resources available within the MCC
 - Study Space: tables, chairs, couches (indoor and outdoor)
 - Mindfulness Corner
 - Social Justice Library
 - Complimentary snacks, tea, hot water boiler, microwave, mini fridge, utensils, plates, etc.
- Educational Programming (details below)
- MCC Space Reservation Requests
 - The MCC held more than 60 reservations during the 2023-2024 academic year.
- The MCC Coordinator provided General academic guidance, Cultural & Affinity Group Resources, career advising, community outreach, resource information, and referrals to the community.

Events & Activities

Fall 2023

- Inclusive Spaces Passport Activity (NEW)
 - Sessions: 1
 - Participation: 150
- Social Justice Leadership Seminar
 - Sessions: 4
 - Participation: 25

- Social Justice Book Club (NEW)
 - Sessions: 3
 - Participation: 15
- Winter Cultural Holidays Mixer (NEW)
 - Sessions: 1
 - Participation: 50
- Torchbearer Series (NEW)
 - Sessions: 1
 - Participation: 20
- Sugar Skull Social & Papel Picado Mixer collab with Serna Center
 - Sessions: 1
 - Participation: 50

Spring 2024

- All People's Recognition Ceremony
 - Sessions: 1
 - Attendance: 150
- Social Justice Leadership Seminar
 - Sessions: 4
 - Attendance: 50
- Social Justice Book Club
 - Sessions: 3
 - Attendance: 20
- CultureFest (NEW), renamed in collaboration with Associated Students Inc.
 - Sessions: 1
 - Attendance: 150
- Torchbearer Series
 - Sessions: 2
 - Attendance: 20
- Celebrate Diversity Mixer
 - Sessions: 1
 - Attendance: 20

Summary Analysis

- The Inclusive Spaces Passport Activity garnered significant participation with 150 attendees, reflecting strong interest in the new initiative.
- Social Justice Leadership Seminar increased in participation from fall to spring, with 25 participants in Fall and 50 in Spring, indicating increased interest and engagement. In a notable development, a partnering professor integrated the seminar into their class curriculum, emphasizing its importance as a learning component. The success of the seminar has led to plans for expanded participation in the coming academic year.

- New programs such as CultureFest and Winter Cultural Holidays Mixer attracted large audiences (150 and 50 participants respectively), demonstrating successful outreach efforts.
- Collaborative efforts like the Sugar Skull Social & Papel Picado Mixer with the Serna Center highlighted effective partnership strategies, reaching 50 participants.
- Overall, the data indicates a diverse range of programming efforts with varying levels of participation, underscoring the center's commitment to inclusivity and community engagement. These programs fostered meaningful dialogues, promoted cultural understanding, and empowered our community to engage in critical conversations. Ongoing evaluation and adjustment based on attendance trends will be crucial for optimizing future programming effectiveness.
- CultureFest (NEW), renamed in collaboration with Associated Students Inc., emerged as a standout event with 150 attendees. This success underscores the effective collaboration with all students and student organizations, showcasing a diverse range of activities including a fashion show and performances.
 - The event's robust participation reflects the inclusive approach and broad appeal cultivated through collaborative efforts. This model of engagement effectively leveraged student involvement, enhancing both the event's scope and impact within the community.
 - Moving forward, leveraging such collaborative frameworks can continue to enrich programming diversity and community engagement, ensuring continued success and relevance of future initiatives.

Grants

For the 2023-2024 academic year, the Multi-Cultural Center (MCC) at Sacramento State was awarded two grants to support its programming and initiatives aimed at promoting social justice and leadership among undergraduate students. Despite having only one staff member, the MCC successfully secured funding through strategic grant applications.

The MCC received two notable grants:

- Mini-DHSI Grants totaling \$5,000, dedicated to enhancing social justice work and learning programs for Sacramento State undergraduates.
- Multi-Cultural Center – Social Justice Leadership Seminar Grants amounting to \$4,000, designated for funding food, supplies, and books necessary for the leadership seminar.

The success in securing these grants highlights a 100% success rate in grant applications for the current fiscal year. This achievement has enabled the MCC to sustain its operations, including compensating student employees and supporting diverse programming initiatives.

Additionally, the MCC demonstrated resourcefulness through collaborative efforts with on-campus programs. For instance, collaborations facilitated funding for the CultureFest event. Through these partnerships, support was garnered for event essentials such as complimentary

goodie bags for attendees, space reservations fees, DJ services, and the culminating thank-you dinner for volunteers and student performers.

Recognitions

MCC Coordinator, Catherine Mayorga, received the Staff Talent Appreciation & Retention (STAR) Award on behalf of the Division of Student Affairs (March 2024). The STAR Award Program acknowledges the exemplary performance and contributions of staff members within the division.

Social Justice Leadership Seminar Survey

This executive summary analyzes the results of pre- and post-surveys administered to Social Justice Leadership Seminar participants for the Spring 2024 cohort regarding their confidence in various social justice topics. The survey aimed to assess changes in confidence levels before and after the program, which was designed to enhance knowledge and skills in these topics. Participants were asked to rate their level of confidence on a scale from extremely confident (5) to not at all confident (0). Their responses were aggregated into an average score. As evident in the tables below, there was significant improvement in average confidence in both knowledge and skills from before the seminar to after.

Please rate how confident you are in your understanding of the following topics:

Topic	Pre	Post
Social Justice	3.14	4.41
Identity	3.54	4.36
Intersectionality	2.66	4.05
Privilege	3.47	4.45
Oppression	3.42	4.37
Power	3.11	4.11
Allyship	3.24	4.51
Solidarity	3.32	4.39
Wellness	3.68	4.42
Leadership	3.62	4.37

Please rate how confident you are in your skills in the following areas:

Topic	Pre	Post
Navigating the dynamics of power/oppression	2.82	4.01
Navigating the intersectionality of identities & privilege	2.76	4.08
Communicating cross-culturally	2.66	3.89
Acting as an ally	3.62	4.42
Acting as an agent of social change	2.72	4.06

Some example quotes about what went well:

"I enjoyed the diverse conversation and the self-reflection activities. The environment was very accepting and felt safe. What went well was the respecting of ground rules and the nonjudgmental atmosphere."

"I enjoyed all the valuable information presented to us and the small community and allyship we built together in this seminar. I enjoyed the safe space we created and the positivity I felt every time I left the seminar. I also enjoyed the friendships I made and hope to continue. I'm happy to feel prepared to advocate for social justice and continue being an ally."

"Catherine is phenomenal as the leader of this seminar. She is passionate about her role in the world and was able to bring in her passion through each session. She was well organized, articulate, and provided a warmth towards true individuals in each group. All of the information given to me allowed me to leave feeling good about my role in the social Justice realm."

Some notes from participants about things they thought could be improved included adding more sessions to allow for deeper discussion; having guest speakers from other centers focused on social justice on campus; adding further discussion of communication techniques and equitable leadership styles; adding more examples related to the topics being covered; more discussion about how to implement leadership; including more group conversations; spending more time on definitions; and adding more information on how to become a change agent in society.

Conclusion and Recommendations

The findings from the pre- and post-surveys indicate positive impact of the program on participants' confidence levels regarding social justice topics. Moving forward, continued efforts should focus on sustaining and further enhancing these gains through ongoing education and engagement initiatives. Consider integrating follow-up sessions or resources to maintain and reinforce the knowledge gained. Evaluate specific topics or aspects where participants may still express lower confidence to tailor future program enhancements.

Next Steps

The MCC has the following plans for the coming year to continue to improve processes and services to students:

- Enhance Existing Programming and Explore New Collaborations:
 - Continue to assess and refine current programs to better meet community needs and ensure they remain relevant and impactful.
 - Seek out and establish new partnerships to diversify and enrich program offerings.

- Continue Re-envisioning the Center's Role and Impact
 - Move forward with the re-envisioning process to redefine the center's evolving needs
 - Implement innovative strategies and approaches to enhance the center's role as a hub for cultural exchange and inclusion.
- Collect Data to Assess Impact:
 - Continue efforts to collect and analyze data on the center's impact on student retention, graduation rates, and other relevant metrics.
 - Use data insights to refine programs and strategies, ensuring they effectively support the community and achieve desired outcomes.