

# SUNY Potsdam

## Administrative Unit Assessment Report and Improvements

*Administrative Unit: Center for Diversity (CFD), Division of Diversity, Equity and Inclusion*

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**Mission Statement:** NOTE: The Center for Diversity (CFD) Mission Statement was revised after the college's new Chief Diversity Officer, Dr. Bernadette Tiapo conducted a day-long CFD retreat with the staff in August 2016.

**The Center for Diversity (CFD) fosters an inclusive and supportive environment that inspires students to become proactive members of the SUNY Potsdam Community. The Center is dedicated to advocating for students from underrepresented groups, and their allies, by provided opportunities for leadership development, cultural celebration, and educational reflection on a range of multicultural issues.**

Goals	Desired Outcomes/Objectives	Assessment Methods and Targets	Results	Planned Improvements Based on Assessment Results
<p><b>1. Diversity and Allyship Training:</b> Assess the mandatory two-hour training SUNY Potsdam student leaders attend.</p>	<p>~ Student leaders will be able to engage in personal reflection about their own identity. ~ Student leaders will have an understanding of how privilege, unconscious bias, and stereotyping plays a role in our society. ~ Student leaders will be provided strategies on how to interrupt bias and develop their own ally identity.</p>	<p>Student leaders will fill out an evaluation form after each training session in which 75% will respond positively to the desired outcomes/objectives.</p>	<p>A total of 208 student leaders participated in one of six two-hour Diversity and Allyship Trainings during the Spring 2016 semester. 92% of students stated they were able to engage in personal reflection about their own identity. 87% of students stated that the training improved their understanding of</p>	<p>The CFD staff plans to revise the training manual and develop a more intentional series of role-play exercises that will teach student leaders on how to interrupt bias and develop their own ally identity.</p>

			<p>how unconscious bias and stereotyping plays a role in our society. 85% of students stated that the training provided strategies on how to interrupt bias and develop their own ally identity.</p>	
<p>2. Assess the program offerings to students who participate in the cultural, social, and educational programs sponsored by the Center for Diversity.</p>	<p>~Students will report satisfaction with the programs offered by the CFD.</p> <p>~ Students who participate in CFD sponsored events will become aware of the diverse program offerings and lend feedback for future events.</p> <p>~ Students will be able to build a community of peers from diverse backgrounds that will assist in their personal transition and development at SUNY Potsdam.</p>	<p>Students will fill out an evaluation form after each CFD sponsored event.</p> <ol style="list-style-type: none"> <li>1.) At least 75% will say they are satisfied with the programs CFD sponsors.</li> <li>2.) At least 75% of students will become aware that the CFD offers a variety of events.</li> </ol> <p>At least 75% of students will acknowledge that the CFD programs assist them in building a community that enriches their personal transition and development at SUNY Potsdam.</p>	<p>Of the CFD programs offered in the spring 2016 semester, over 90% of the student participants were satisfied. Programs included, but were not limited to, a day bus trip to Titus Mountain in Malone, a day bus trip to the Destiny Mall in Syracuse, Multicultural Weekend (MCW), and the final exam mid-week Study Break/Build a Bear event.</p>	<p>Based on the assessment received, the CFD plans to offer new destinations for the day bus trips that incorporate our region and offer a cultural/educational opportunity, i.e. trip to Tupper Lake/Lake Placid, Canada, etc. Also, the agenda for the MCW program will undergo changes that will reflect current student's needs to be more transparent about our campus and community climate. We plan to have a longer student to student roundtable presentation, have students take a tour of downtown, as well as give them a tour of the resident halls they are most likely to be living in when they are enrolled as full time students.</p>