

## Services & Activities Fee Annual Program Review

Program Name: Diversity and Equity Center  
Program Manager: Malbert Stewman  
Fiscal Year: FY2024 (2023-2024)

1. In what ways does your program support CWU students? Please be specific, yet concise.

The Diversity and Equity Center (DEC) is dedicated to empowering students across campus by promoting advocacy, advancing social justice education, and hosting cultural and identity-based programming. With a special focus on supporting students from marginalized communities, the DEC offers identity-based affinity spaces such as THRIVE and Q\*Fam, creating environments where individuals can connect through shared identities and diverse lived experiences.

Working closely with campus clubs, organizations, and departments, the DEC leads cultural programming that celebrates and validates the diverse backgrounds of marginalized students. Additionally, the DEC provides social justice workshops co-led by both student leaders and professional staff, fostering dialogue, and understanding within the campus community. These initiatives, designed to encourage connection and inclusivity, serve to strengthen peer relationships, facilitate mutual learning, and cultivate belonging at Central throughout the academic year.

The DEC also serves as an Advisor to the Equity & Services Council (ESC), supporting the ASCWU's Director for Equity & Multicultural Affairs in guiding the ESC Executive Board. This role extends to assisting ESC-affiliated student organizations in planning and executing impactful cultural and educational events.

The DEC team includes 12 student initiatives coordinators who work year-round to take on leadership roles within the center's programs. These student leaders benefit from mentorship, professional development opportunities, and experiences that foster personal growth and enhance their leadership skills.

2. What are your specific program goals or learning/operational objectives? How are you assessing the effectiveness of your program in achieving those targets?

The Diversity and Equity Center (DEC) is dedicated to fostering a space where students can explore their identities, connect with their communities, and thrive. By aligning

with our DEC Core Values, we empower students to build resources, foster meaningful relationships, and contribute to a respectful and cohesive campus environment.

### **Identity-Affinity Programs**

Our yearlong identity-focused programs include:

- **THRIVE:** A women of color empowerment initiative.
- **Q\*Fam:** A support network for 2LGBTQIA+ students.
- **“Find Your People” Series:** Collaborative events with student organizations and clubs to bring students together.

These programs aim to:

- Create a sense of belonging and increase retention among students from marginalized and underrepresented communities.
- Provide a safe space for individuals with shared identities to engage in meaningful dialogue about their lived experiences and how these shape their perspectives.
- Offer opportunities for networking, connection, and mutual support in an affirming environment.

To gather feedback and enhance our impact, we utilize reflection cards after each event, featuring prompts tailored to the program.

For the **Find Your People Series**, the primary objective is fostering community and belonging. In collaboration with organizations such as the First-Gen Student Organization or the African Student Association, we adapt our goals and assessments to reflect their unique missions. For example, when educational programming is a focus, our feedback cards may include open-ended prompts like: “What new insights did you gain? How will you apply these lessons in class or your daily life?”

### **Campus-Wide Cultural Events**

These events are designed to celebrate the rich cultures of marginalized identities, offering a platform for students to highlight their heritage and take up space unapologetically.

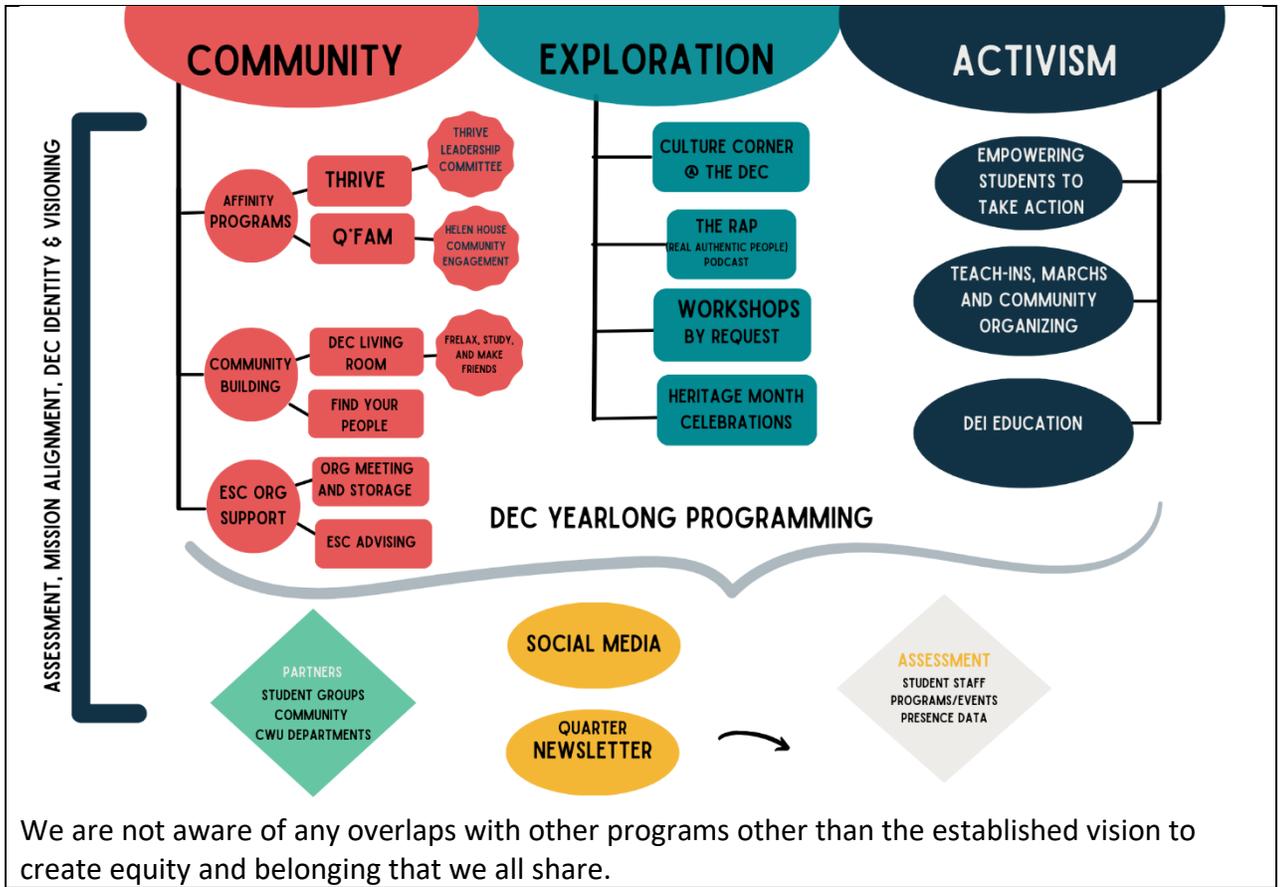
3. What is the overall purpose of your program and what service(s) does your program provide?
  - a. Are there overlaps or intersections with other university programs who have a similar purpose or service?

The Diversity and Equity Center (DEC)'s purpose is to provide holistic support for students with marginalized identities, fostering a sense of belonging and community at Central Washington University (CWU) and beyond.

Through identity-based and cultural programs, social justice workshops, and accessible spaces, the DEC empowers students to embrace their identities, develop as leaders, and actively engage in social change. Its mission is grounded in anti-oppression, equity, and the cultivation of inclusive relationships, emphasizing justice, community care, and the transformation of entrenched power structures.

**Services Provided:**

1. **Holistic Student Support:** Tailored approaches to meet the unique needs of students with intersecting identities, ensuring they feel seen, supported, and included.
2. **Identity-Based and Cultural Programs:** Affirmation of identity development and community-building through collaborative events and cultural heritage celebrations.
3. **Social Justice Workshops:** Education and dialogue on topics like equity, identity, microaggressions, and creating safer spaces.
4. **Equity & Services Council (ESC):** Support for student-led organizations promoting diversity and inclusivity through educational and cultural programming.
5. **Physical Spaces:** Lounges and meeting spaces for study, community engagement, and cultural activities, including resources like a social justice library.



- How does your program align with the purpose of S&A funding? *“Supporting cocurricular and extracurricular activities and programs participated in by students in the furtherance of their education.”*

Our program directly supports students' cocurricular and extracurricular development by fostering identity growth, building a sense of belonging, and creating inclusive communities—all essential to their education. Through our activities and programs, we affirm and empower students to engage authentically and learn collaboratively with their peers, both inside and outside the classroom.

We design our initiatives using social justice practices, such as Harro’s cycles of socialization and liberation, ensuring they provide meaningful educational experiences. These programs include guest speakers, panel discussions, workshops, and teach-ins that address key social issues and equip students with the tools to engage critically and compassionately in their communities. For example, we co-developed a new Disability 101 workshop in partnership with Disability Services and are currently creating an Antiracism Workshop, providing students with opportunities to expand their knowledge and skills beyond the traditional classroom.

In addition, we collaborate closely with faculty, staff, and student leaders to create transformative, anti-oppressive programming that inspires students to become agents of social

change. One highlight of our efforts was hosting Mr. Raymond Santana of the Exonerated Five, whose impactful story of resilience and advocacy offered students a unique opportunity to learn about systemic reform and personal empowerment.

By engaging students in these dynamic, educational opportunities, we fulfill the purpose of S&A funding by enriching their academic experiences and promoting their holistic development through co-curricular and extracurricular programming.

5. How does your program support CWU's mission and goals? (<https://www.cwu.edu/mission/>)

Our programs and initiatives strongly align with Central Washington University's mission to nurture equity and belonging by expanding access and success for all students. We are deeply committed to fostering culturally sustaining practices, high-impact learning experiences, and authentic community partnerships, which are central to CWU's vision of becoming a model learning community of equity and belonging.

### **Supporting CWU's Goals and Initiatives**

#### ***Goal 1: Developing Pathways for Student Success***

We contribute directly to Goal 1 by:

- **Enhancing Equitable Access:** Our programming supports equitable pathways into and through the university, improving access to higher education and fostering student engagement, retention, and graduation success.
- **Closing Equity Gaps:** By analyzing student outcomes and embedding inclusive practices across academic and student engagement programs, we aim to close equity gaps and support underrepresented populations in achieving their academic goals.

#### ***Goal 2: Elevating Culturally Sustaining Practices***

Our initiatives focus on integrating the cultural wealth of historically excluded students, faculty, and staff into CWU's learning environment. We:

- Offer diversity, equity, and inclusion (DEI) training to raise awareness and build inclusive practices across the university community.
- Implement identity-based affinity programs, such as THRIVE and QFam, which provide support networks for students, faculty, and staff with shared identities (e.g., racial/ethnic and LGBTQ+ communities). These programs foster meaningful relationships and a sense of belonging.

### **Goal 3: Promoting Holistic Well-Being**

We support students' well-being through initiatives that:

- Provide safe and affirming spaces for students to connect with others who share their identities and experiences.
- Celebrate diverse cultural identities through events and programs that affirm students' heritage, experiences, and voices, reinforcing pride in being part of the CWU community.

### **Core Value of Engagement**

Aligned with CWU's value of engagement, our programs build authentic relationships with students, faculty, staff, and community partners. These efforts amplify connections between the university and its local and regional communities, fostering a network of mutual learning and growth.

Through these programs and initiatives, we advance CWU's strategic priorities, including creating equitable access to higher education, integrating culturally responsive practices, and promoting holistic student success. Our work ensures that the university continues to inspire students to become engaged professionals, active citizens, and lifelong learners.

6. Please provide detailed information regarding who utilizes your program. (*Students, faculty, staff, community? Specific demographic information? Class standing, gender, ethnicity, transfer, campus location, etc.*)

Both students, faculty, staff, and community members utilize our programs. The following information is from Presence, and please note that the program is limited when it comes to the demographic of "Race". This information is taken from Fall 2023-2024. Additionally, at the time of this report, Presence has no discernable code for Hispanic/LatinX to include within the overall data for the category of "Race".

Specific Metric information collected via Presence:

Attendance 2023-2024:

- Attended Events: 182
- Total Attendees: 4407
- Unique Attendees: 1076
- Average Attendees: 24.21

Demographics:

*Class Standing* 2023-2024:

- Senior: 908
- Junior: 1096
- Sophomore: 852
- First-Year: 1322
- Graduate: 75
- Post-Baccalaureate: 18

Race (As seen on Presence)

Race 2023-2024:

- Black: 1015
- White: 2137
- Asian: 413
- Pacific Is: 172
- American I: 29

Gender 2023-2024:

- F: 2513
- M: 1779
- U: 66
- X: 44

Ethnicity 2023-2024:

- Yes: 1724
- No: 2606

7. How many unique CWU students utilize your program or services?
  - a. How do you gather these metrics?
  - b. If you do not, what is preventing you from getting that data and how are you determining usage by CWU students?

Unique Students using the DEC space, attending programs, etc.: 1076

These metrics are gathered via students or faculty providing CWU ID numbers to DEC staff, and the DEC staff check the student or faculty into Presence, the CWU program that tracks and analyzes vital information, such as demographic data. While this program can provide some information, Presence's user interface program does not allow for cohesive and comprehensive data for some metrics, such as accuracy on 'Race' and 'Ethnicity' percentages of students who attend DEC events. Other metrics do provide accurate results, but those two categories are often incorrect and limit our data.

8. Are there any current vacant positions in your program?

We have no current vacancies. However, we did lose an Assistant Director position because the position was eliminated as a budget saving measure.

9. Given the budget reductions taking place and continuing for the remainder of the funding cycle, please tell us what specific impacts those reductions have had on your program compared to what was originally planned and including in your initial base funding request.

We have limited some of our program offerings. For example, we were not able to offer the Parade of Nations event last year due to staffing and funding limitations. We also were not able to provide support for Lunar New year celebration to level we had hoped. We also had a decrease in in our heritage month programming (Hispanic heritage month, Native American Heritage Month, Asian Pacific Islander Month, and others).

The office Assistant in our office is only currently at .5 FTE and on a 10-month contract. This creates a definite strain on the position due to the lack of availability and time to complete the required work. We hope to eventually bring that position back to a full-time position.

10. Are there any circumstances or challenges that are currently impacting your ability to use your base funding allocation this year?

The main challenge is the cuts to the budget. We are striving to continue to meet the needs of the students by providing more events, but we are finding ourselves limited due to budget constraints.

11. What growth or increases would you like to see in your program in the future?

We are excited for the construction and completion of the upcoming Multicultural Center (MCC). This will give us the amazing opportunity to create a unique space to highlight and celebrate all the cultures represented on our campus and in our state. Some highlights of the future MCC:

- Expansion of our physical footprint from approx. 7,000 sq. ft. To approx. 13000 sq. Ft.
- Increase from two meeting rooms to six meeting rooms of diverse sizes including 2 larger rooms for teaching classes and/or hosting events.
- Inclusion of a shared use kitchen for students to cook meals relevant to the specific cultural needs.
- Inclusion of a dedicated space to be used for prayer, meditation, and/or reflection
- Shared living room and resource library areas that can be used for socializing or study
- Equity and Services Council resource and collaboration area.
- Shared office space to host office hours for other departments as needed.

Due to the increase in space and Multicultural availability, we anticipate an increase in staffing needs (student staff and professional staffing at some point).