

Departmental Goal #1	Improve retention of underrepresented students.
Outcomes	<ul style="list-style-type: none"> • Retain 75% of freshmen students who identify as African American, Latino, Asian, Native American (ALANA) or multiracial. • 80% of ALANA and multiracial freshmen will enroll and participate in IC mentoring program.
Action Steps/Strategies	<ul style="list-style-type: none"> • Develop a peer-mentoring program which pairs upperclassmen with freshmen/transfers from underrepresented groups. • Interview and successfully accept a minimum of 10 upperclassmen to serve as <i>AmbassaDawgs</i> (peer mentors). • Plan two <i>AmbassaDawgs</i> Retreats which stress mentorship, leadership, peer-counseling, and other relevant topics prior to the fall 2009 semester and at the conclusion of the spring 2010 semester. • Train and hire a MSP Intern whose responsibilities include supervising the <i>AmbassaDawgs</i> and performing student outreach to underrepresented populations. • Facilitate a year-end focus group with ALANA and multiracial freshmen to assess their involvement in the IC peer-mentoring program. • Work collaboratively with Dean of Admissions/Admissions staff and Orientation Programs to establish Multicultural Student Reception and Information Session for prospective students and freshmen/new transfers. • Create Multicultural Resource Guide (i.e. places of worship, barbers/beauty salons, ethnic foods, entertainment venues, etc.) for ALANA and GLBTQ students.
UNCA Student Affairs Goals	Diversity; Retention; Student Employment
UNCA Strategic Action Plan	North Carolina; Social Sustainability
UNCA Strategic Plan Learning Goals	2. Students demonstrate a responsibility to individuals, community, and humanity.
UNC Tomorrow Priorities	4.2.5; 4.2.6
Community Principles	Caring
CAS Standards	MSPS must promote academic success of students by offering distinctive programs that introduce students to a community network and teach students how to negotiate processes within the institution; MSPS leaders must continuously improve programs and services in response to changing needs of students and other constituents, and evolving institutional priorities

Departmental Goal #2	Increase multicultural competence among UNC Asheville students and the campus community.
Outcomes	<ul style="list-style-type: none"> • 25% of UNC Asheville students will be able to identify and articulate challenges—including tacit and overt prejudices—historically faced by ALANA students and gay, lesbian, bisexual, transgender and queer (GLBTQ) students. • 25% students will articulate and understand terminology (appropriate, positive, and negative) as it relates to racial, cultural, gender, and sexual identities.
Action Steps/Strategies	<ul style="list-style-type: none"> • Host three (3) campus-wide forums a year which specifically focus on social issues relating to underrepresented populations (i.e. health disparities, hate crimes, immigration policies, education access, etc). • Intentionally plan cultural programs—which support the curricula—for each heritage month. • Plan at least one culturally significant field trip a year which engages students in discourse, enhances the understanding of various cultures, and complements the academic curricula (i.e. National Underground Railroad Freedom Center, Negro Leagues Baseball Museum, Cherokee Center, etc). • Assess the need for a Safe Zone program on UNC Asheville’s campus. • Hire a Safe Zone intern to train faculty/staff how to be effective allies and advocates for GLBTQ students. • Work collaboratively with the Center for Diversity Education to promote diversity awareness and to bridge the diversity focuses of the Academic Affairs Division and Student Affairs Division.
UNCA Student Affairs Goals	Diversity; Collaboration with Faculty
UNCA Strategic Action Plan	Diversity & Inclusion
UNCA Strategic Plan Learning Goals	5. Students develop a respect for differences.
UNC Tomorrow Priorities	4.4.5
Community Principles	Just
CAS Standards	MSPS must work to create a just campus climate; MSPS must serve as a resource for multicultural training, education, and development

Departmental Goal #3	Market the IC’s location, resources and services to the campus community and the greater Asheville community.
Outcomes	<ul style="list-style-type: none"> • 75% residential students at UNC Asheville will articulate Intercultural Center’s (IC) vision/mission, location, and resources offered. • 50% non-residential students at UNC Asheville will articulate Intercultural

	Center's vision/mission, location, and resources offered.
Action Steps/Strategies	<ul style="list-style-type: none"> • Increase IC signage within Highsmith Union and the residence halls. • Design and produce brochures that detail the IC's resources, MSP events, volunteer opportunities, and the <i>AmbassaDawgs</i> Peer Mentoring Program. • Design a student friendly website which utilizes students' personal stories on being a UNC Asheville student. Intentionally showcase students from various cultural backgrounds and students who are highly involved in MSP events and/or student organizations. • Host more campus events, departmental/committee meetings, etc. in the IC. • Host elementary, junior high and high school student visits at IC; collaborate with AVID (<i>Advancement Via Individual Determination</i>), GEAR UP (<i>Gaining Early Awareness and Readiness for Undergraduate Programs</i>), and other college access initiatives/programs. • Acquire more functional supplies, classroom fixtures, and resources for the IC (i.e. dry erase board, projector screen, etc.).
UNCA Student Affairs Goals	Diversity; Fiscal Responsibility
UNCA Strategic Action Plan	Diversity & Inclusion
UNCA Strategic Plan Learning Goals	7. Students understand the interconnectedness of all disciplines, ideas, actions, and individuals.
UNC Tomorrow Priorities	4.7.4. UNC should communicate its resources and expertise to wider audiences.
Community Principles	Caring
CAS Standards	MSPS must serve as a resource for multicultural training, education, and development; MSPS leaders must continuously improve programs and services in response to changing needs of students and other constituents, and evolving institutional priorities

Departmental Goal #4	Develop sustainable student organizations for UNC Asheville's multicultural student groups.
Outcomes	<ul style="list-style-type: none"> • 90% multicultural student organizations will maintain a minimum membership of five (5) individuals. • 90% multicultural student organizations will have constitution on file with SAIL staff. • 75% of multicultural student organizations will be represented at fall semester U-

	<p>LEAD Retreat.</p> <ul style="list-style-type: none"> All multicultural student organization leaders can lead an effective meeting.
Action Steps/Strategies	<ul style="list-style-type: none"> Create a Multicultural Student Council, consisting of student representatives from each multicultural student organization and the <i>MSP Intern I</i>, to address organization concerns and needs. Assist in the advisement of the Black Student Association (BSA), Hermanos/as Orgullos/as en Las Americas (HOLA), Alliance, Asian Students in Asheville (ASIA), Native American Student Association (NASA), and other multicultural student organizations. <i>MSP Intern I</i> will attend at least one (1) meeting a month for each organization. Have multicultural organizations represented at Open Houses, Admitted Student Days, and student organization fairs.
UNCA Student Affairs Goals	Diversity
UNCA Strategic Action Plan	Diversity & Inclusion
UNCA Strategic Plan Learning Goals	<p>8. Students practice lively engagement with others and the world.</p> <p>11. Students develop the inspiration, skills, and discipline to identify individual, community, and global needs.</p> <p>12. Students develop critical thinking and problem solving skills.</p> <p>13. Students develop courage, inclination, and work ethic to develop solutions, work toward them, and inspire others to do the same.</p>
UNC Tomorrow Priorities	4.1.1
Community Principles	Disciplined
CAS Standards	MSPS leaders must articulate a vision for their organization; MSPS leaders must recruit, select, supervise, and develop others in their organization