



MISSION

The mission of the Department of Multicultural Affairs is to enrich the holistic development of each student by encouraging them to celebrate their personal heritage and embrace the cultures of others. The Department of Multicultural Affairs creates opportunities that enrich the holistic development of students. We help students:

- Discover their **story of self** as it relates to their heritage and calling.
- Engage in the **story of us** as they build meaningful community.
- Value participation in the **story of now** as active and informed members of society.

In a diverse world, and at a university whose diversity is growing, Baylor is committed to inclusiveness, understanding and acceptance of all regardless of race or ethnicity. Consistent with diversity and inclusion, Baylor will challenge and educate all members of the University community through cultural awareness programs and by precept and example.

MOSAIC WEEK

Mosaic week kicks off the fall semester with events that foster social connection and engagement with different intercultural organizations, coalitions, and departments on campus.

Hump Day

110 Attendees

Get over first-week-of-classes hump
Partnered with FSL

**7 NPHC Orgs
6 UGC Orgs
Represented**

Mixer

1,000 Attendees

Signature Kick-Off Event

**10 Showcase Performances
Org Fair Showcase:
38 Orgs, 8 Depts,
12 Vendors**

Black Student Welcome

225 Attendees

14 Organizations Represented

LatinX Night

230 Attendees

9 Organizations Represented

MOSAIC Asian Night

250 Attendees

12 Organizations Represented

TRAILBLAZERS

The product of a \$5 million commitment from Baylor, the Trailblazer Scholarship (a \$5000 annual award) is awarded to students who demonstrate commitment to advancing racial equality and diversity. Students selected join a cohort that engages with campus and the community through programming, education, and training.

- Program is administered by Multicultural Affairs who coordinate a team of campus partners who intentionally invest in the Trailblazers
- The inaugural 2021 “Gilbert-Walker” Cohort had 25 scholars
- The second 2022 cohort had 28 scholars
- 32 applicants have been selected for the 2023 cohort
- Over 500 applicants applied for the 2023 cohort.
- Scholars are required to attend events/programs throughout the year, 23 such opportunities were offered in Fall 2023.

MA COALITIONS

The Department of Multicultural Affairs has 3 multicultural coalitions, each led by a paid student intern, that coordinate collaboration and programming amongst our diverse and robust geographic and identity-based student organizations.

Black Student Coalition: African Student Association, Black Student Union, Caribbean Student Association, National Pan-Hellenic Council (NPHC), etc. **(16 Orgs)**

Coalition of Asian Students: Asian Student Association, Indian Subcontinent Student Association, Chinese Students and Scholars Association, Delta Epsilon Psi (fraternity), etc. **(16 Orgs)**

Latin X Coalition: Hispanic Student Association, Latin Dance Society, LatinX Association of Science and Health, Gamma Alpha Omega (sorority), etc. **(7 Orgs)**

HERITAGE MONTHS

Under the leadership and collaboration of Multicultural Affairs, Baylor proudly celebrates various heritage months, honoring the important contributions of different identity groups to our country, our campus, and the world.

Hispanic Heritage

Luncheon- 330 Guests
Banquet- 112 Guests
Faculty/Staff Mixer-
30 Guests

Programming throughout the month including speakers, performances, and events by students, the community, and University groups.

AAPI Heritage

Luncheon- 250 Guests
Banquet- 72 Guests
Faculty/Staff Mixer-
65 Guests

Programming throughout the month including speakers, performances, and events by students, the community, and University groups.

Black History

MLK Jr. Luncheon-
425 Guests
Banquet- 125 Guests

Programming throughout the month including speakers, performances, and events by students, the community, and University groups.

Women's History

Campus and community programming throughout the month including featured lectures, movie screenings, social events, and the Multicultural Women's Symposium

Native American History

Expanding campus and community programming, such as a Lunch and Learn with Baylor faculty Mariah Humphries, and highlighted by Baylor's recent creation of a framework of land acknowledgement.



POPULAR EVENTS

- **Neighbor Nights** are a monthly student-led dinner, usually sponsored by a student organization, open to all where we gather to share a meal of different cultural cuisines and dialogue around a table with our neighbors. Average attendance of **50+**.
- **What's Poppin Wednesdays** a weekly hour dedicated to playing games, sharing fellowship, and popping popcorn. Average attendance of **20-30** per week.
- **MA Signing Day** an annual day of celebration and ceremony to encourage students to (re)commit to be a regular attendee with a student organization tied to Multicultural Affairs. This year **120** students recommitted and **33** new students committed.
- **MISTER, Latinas Unidas, and My Sister Myself** are three intentional and relational programs designed to engage students in ongoing support, community, and mentorship. They foster involvement for minority males, Latin X women, and African American Women respectively.
- **Kente Ceremony** is an annual multicultural graduation celebration highlighting the achievements of students. Each participant receives a special stole, presented by a meaningful faculty or staff member of their choosing, that they can wear to Commencement. This year **139** students participated in Kente.

EDUCATION / TRAINING

The department of Multicultural Affairs is often called upon to provide education and training to groups across campus, helping our campus acknowledge and engage interculturally. For example, they were called upon to create a training for all CL&L hall directors (**20** attendees) and all community leaders (**200** student leaders). Two additional examples are:

New Student Orientation - Multicultural Affairs delivered a new featured session, **"We are the Baylor Family,"** focused on engaging students in the breadth and diversity of the Baylor community.

Leave Your Mark - A popular by-demand training offered to groups, organizations, and departments across campus. Recent groups trained include: Welcome Week/Orientation Leaders (**300** students), New Student Experiences Classes (**250+** students), and Baylor Athletics (**100** participants).

MOVING FORWARD

- After highly positive reception, we look forward to continued and expanded involvement in New Student Orientation
- Next year we plan to expand our support of multicultural scholarship offerings such as the Vivienne Malone Mays Scholarship (in partnership with Baylor Black Alumni Association), the Martin Luther King Jr. Scholarship, and continued growth of the Trailblazer Scholarship Program.
- We plan to build upon and expand our education & training offerings to the campus, furthering the reach and impact of Leave Your Mark and other initiatives.