PURPOSE

The purpose 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 (orgs), coalitions, and departments on campus.

Block Party
- Get over first week of classes hump
- Partnered with FSL
- 7 NPHC Orgs

110 Attendees

Mosaic Mixer
- Signature Kick-Off Event
- 6 Showcase Performances
- Org Fair Showcase: 40 Orgs, 12 Depts, 12 Vendors

989 Attendees

Black Student Welcome
- 14 Organizations Represented

250 Attendees

LatinX Night
- 9 Organizations Represented

275 Attendees

MOSAIC Asian Night
- 12 Organizations Represented

225 Attendees

MA COALITIONS

The Department of Multicultural Affairs has three 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: Vietnamese Student Association, Indian Subcontinent Student Association, Korean Student Association, Alpha Kappa Delta Phi (sorority), etc. (16 Orgs)

Latin X Coalition: Hispanic Student Association, Latin Dance Society, LatinX Association of Science and Health, Kappa Delta Chi (sorority), etc. (7 Orgs)

TRAILBLAZERS

The Trailblazer Scholarship (a $5,000 annual award) is awarded to students who demonstrate commitment to advancing racial equality and diversity. Trailblazers engage campus 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
• The third (2023) cohort had 35 scholars
• 44 applicants have been selected for the fourth (2024) cohort
• More than 700 applicants applied for the 2024 cohort.
• Scholars are required to attend events/programs throughout the year, more than 50 such opportunities were offered in 2023–2024.
**LEAVE YOUR MARK**

A popular by-demand training offered to groups, organizations, and departments across campus to educate and train on cultural humility.  

1,000+ students completed the “Leave Your Mark” training, including:

- **300** student leaders
- **250+** students in New Student Experience classes

**KENTE CEREMONY**

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 **217** students participated
- **82** Black Student Coalition Stoles
- **58** LatinX Coalition stoles
- **42** Coalition of Asian Students stoles
- **30** Multicultural Affairs stoles
- **5** Graduate Student stoles

**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.

<table>
<thead>
<tr>
<th>Hispanic Heritage</th>
<th>Native American Heritage</th>
<th>Black History</th>
<th>Women's History</th>
<th>APAHM Heritage</th>
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</thead>
<tbody>
<tr>
<td>Luncheon – 330 Guests</td>
<td>Campus and community programming throughout the month including “Food for Thought” which provided opportunities to highlight history of Native Americans and also the history of those who resided on the land that Baylor University currently occupies.</td>
<td>MLK Lunch – 425 Guests</td>
<td>Campus and community programming throughout the month including numerous symposiums were hosted throughout the month honoring the achievements and contributions that women of all backgrounds have made throughout history.</td>
<td>Luncheon – 250 Guests</td>
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<tr>
<td>Banquet – 184 Guests</td>
<td>Faculty/Staff Mixer – 30 Guests</td>
<td>Faculty/Staff Mixer – 120 Guests</td>
<td>Faculty/Staff Mixer – 35 Guests</td>
<td>Banquet – 80 Guests</td>
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<td>Programming throughout the month including speakers, performances, and events by students, the community, and University groups.</td>
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**LEAVE YOUR MARK**

- **Neighbor Nights**, 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 more than 75 per month.**

- **What's Poppin Wednesdays**, a weekly hour dedicated to playing games, sharing fellowship, and popping popcorn. **Average attendance of 15-20 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 117 students recommitted.**

- **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, LatinX women, and African American Women respectively.**

**MOVING FORWARD**

- Growth of our Trailblazer offerings.
- Expansion of Education & Training wing of department through Leave Your Mark and other initiatives.
- Growth of APAHM with move to April.
- Growth of Native American Heritage Month.