



# The Center for Multicultural Engagement and Inclusion Strategic Plan

September 2021

# Table of Contents



---

**03**

INTRODUCTION

---

**05**

CORE VALUES

---

**06**

VISION MISSION

---

---

**07**

GOALS & ACTION PLAN

---

**10**

ASSESSMENT CYCLE/PLAN

---

**12**

FOUR YEAR ASSESSMENT  
PROCESS

---

# Introduction

## Who are we?

### Connecting. Learning. Growing.

The **Center for Multicultural Engagement and Inclusion (CMEI)** supports students' sense of belonging in college and affirms their identities by building community through participation in student organizations (currently over 120 options), First-Generation Initiatives, Met Media, fraternities and sororities (currently eight), racial equity and leadership programs, student travel and professional development funding, student government, student gathering spaces, and campus events.

---

## Why a strategic plan?

The CMEI created a strategic plan in order to acknowledge its evolution as a center and to establish a direction that will be engaging, inclusive, and equitable for every community member we serve.

Our strategic plan prioritizes clarity, direction, and accountability. For those reasons, our plan includes:

1. Our **core values**, which are the fundamental beliefs that drive every decision we make.
  2. Our **vision**, which allows us to articulate what we want the CMEI to become.
  3. Our **mission**, which allows us to be grounded in our purpose and reason for existing.
  4. Our **goals and action plan**, a combination of our core values, vision, and mission, which provide direction and a framework for taking actionable steps that will reach our objectives.
  5. Our **assessment cycle**, which allows us to evaluate and assess whether our framework is actually working. Additionally, it allows us to be accountable by acknowledging and addressing gaps that create inequity.
- 

## Who was involved?

To complete this process, the CMEI took a holistic approach to receiving input in order to create a strategic plan that is inclusive, representative of our space and community, and guided by fairness. We have been and will always be defined by community, and this approach allowed us to embrace the diversity of our unique population, encourage reflection, and combine ideas to envision a collective space marked by care and belonging.

We examined institutional and historical data, past reports and reviews, and the University's strategic plan. We also used multiple processes to receive input from faculty, staff, administration, students, and community. Finally, we utilized an external review team to ensure that our approach was guided by best practices.

## Why does this all matter?

The CMEI wants to create a space where everyone can bring their full identity to it and the larger community. Further, the CMEI wants to create a space where everyone is **embraced** for bringing their full identity to it and the community. Our strategic plan provides a mechanism for a transparent process, and we want to create a process that is sustainable yet flexible. That means being open, honest, and willing to receive feedback and make the changes needed to improve our community.

In order for our space to be inclusive, intersectional and fair, the CMEI is committed to creating a system that acknowledges who we are, who we need to be, the ways in which we identify, where we need to improve, how we will improve, and how we will always be accountable to each other.

Our strategic plan represents the commitment that we make to each other every day to take action and hold ourselves responsible in order to make our mission, vision, and goals a reality.





# Core Values

The MSU Denver Center for Multicultural Engagement and Inclusion's (CMEI) vision, mission, goals, action plan, and assessment plan are informed by a set of core values that represent what it can and will be. Those values are:

## Student Development

The CMEI values student development, which we view as a commitment to helping students learn, grow, and develop academically, socially, emotionally, and professionally.

## Engagement

The CMEI values engagement, which we view as creating an environment where the collective community wants to collaborate, participate, and learn with curiosity, interest, open-mindedness, and passion.

## Equity

The CMEI values equity, which we view as recognizing that everyone is different, has different circumstances, and has different needs. As a result, we believe in allocating the resources and opportunities necessary to ensure that everyone is able to achieve equal goals and outcomes.

## Community

The CMEI values community, which we view as synonymous with the elements that McMillian and Chavis identify, including the feeling of belonging, mattering, integration and fulfillment of needs, and a shared emotional connection.

## Justice

The CMEI values justice, which we view as collectively acting and striving to be reasonable, proper, righteous, and fair.

## Experiential Learning

The CMEI values experiential learning, which we view as the opportunity to act as a catalyst for learning through experience and through reflection of those experiences.

# Vision

The CMEI envisions providing a physical and conceptual space where:

- The entire MSU-Denver community feels heard, valued, included, validated, and safe.
- Student voices and values are developed, integrated, and prioritized through a transparent, intersectional approach supported by feedback and accountability.
- Inclusivity, authenticity, academic enrichment, and free expression are emphasized through a collaborative process combining theoretical scholarship and social justice practical engagement.

# Mission

To provide a student centered, accessible, intersectional, anti-racist, and equitable experience that prioritizes community engagement, servingness, and cultural appreciation. To fulfill its mission, the CMEI will engage in leadership and community development as well as co-curricular activities through a process that combines the application of scholarly research, programming, experiential activities, and student activities and learning.





# Goals and Action Plan

**Our values, vision, and mission align with and are in support of our goals and objectives. Our goals can only be completed with specific action.**

## Goal #1

Creating solidarity, facilitating support systems, embracing social identities, and acknowledging intersectionality in a collective space that prioritizes engagement, activities, and media platforms.

**In support of goal #1, we are committed to the following actions:**

1. Developing community events showcasing the areas related to multicultural affairs, student government, fraternity & sorority life, leadership programs, student activities, Met Media, student travel and professional development, and first-generation initiatives.
  - a. These events will serve to:
    - i. Explain the organizational structure of each area and highlight their collective solidarity.
    - ii. Demonstrate how each area is an important component of the CMEI.
    - iii. Make the community aware of the opportunities available through each area and as a collective center.
    - iv. Provide a space to engage in intersectional and anti-racist frameworks that are shaped through the CMEI umbrella.
2. Creating and developing peer to peer programs and community/civic engagement opportunities for students.
3. Creating and developing faculty/staff to student programs and community/civic engagement opportunities

4. Creating events, programs, and engagement opportunities that embrace servingness and its role at a Hispanic Serving Institution (HSI) in order to center student needs in collective spaces through an academic and non-academic lens.
5. Solidifying partnerships with academic affairs and faculty by:
  - a. Creating informational sessions and focus groups for faculty to learn about and discuss events, curricula, collaboration opportunities, professional development, first generation initiatives, Met Media, and travel through an equity and inclusion lens.
  - b. Facilitating meetings with academic-focused student organizations and academic departments in order to support and enhance the work of the organizations.
  - c. Providing opportunities for faculty and staff to learn about and engage with student government and fraternities and sororities aiming to cultivate and develop leadership, social justice, and socialization skills.
6. Identifying and providing resources related to anti-racism, intersectionality, and equity that can be incorporated into each area of the center.

## Goal #2

Expanding social and civic engagement, social justice, student leadership and activism, experiential learning, and other co-curricular opportunities through a lens of inclusion and equity.

### In support of goal #2, we are committed to the following actions:

1. Providing monthly events that will be selected by identifying relevant cultural, historical, and contemporary social and civic engagement issues.
2. Connecting students with external community members to create educational and experiential opportunities outside of the institution.
3. Providing training and resources related to culturally responsive leadership.
4. Creating and maintaining identity-based cohorts to provide affirming spaces, center their experiences, and provide opportunities for participation.
  - a. These identity-based cohorts will be used to:
    - i. Identify gaps and discrepancies in leadership and participation.
    - ii. Aim to dismantle barriers that prevent participation.
    - iii. Solicit feedback that can be used to provide training and resources for each area related to inclusion and equity.

### Goal #3

Encouraging communication, connection, programming, and partnership across areas to produce a student-centered multi-functional student engagement center of excellence.

#### In support of goal #3, we are committed to the following actions:

1. Developing a marketing plan in 2021 that emphasizes and advertises community, connection, and communication within a multi-functional student engagement center.
2. Creating/maintaining communication to all members of the institution that highlights events occurring in each area as well as collaboration between areas.
3. Creating a team/committee that includes student leaders from each area that regularly meets and allows space for dialogue, feedback, programming, collaboration and exploration of intersections of identity.

### Goal #4

Developing a safe space for students that eliminates barriers, embraces identities, and provides the encouragement, support, action, and accountability necessary for student success.

#### In support of goal #4, we are committed to the following actions:

1. Providing resources and training that emphasize diversity, equity, inclusion, anti-racism, and leadership.
2. Creating a method of feedback for students and staff to identify what safety looks like, share instances where they feel unsafe, and allow the center to rectify any issues related to safety as soon as they occur.
3. Utilizing quantitative and qualitative assessment to receive and respond to student feedback.
  - a. This assessment will be used to:
    - i. Determine if students feel safe and supported.
    - ii. Identify the best ways to support students and ensure that the center serves all students.
    - iii. Create a yearly action plan based on feedback to promote accountability and to address any inequities.

# Assessment Cycle/Plan

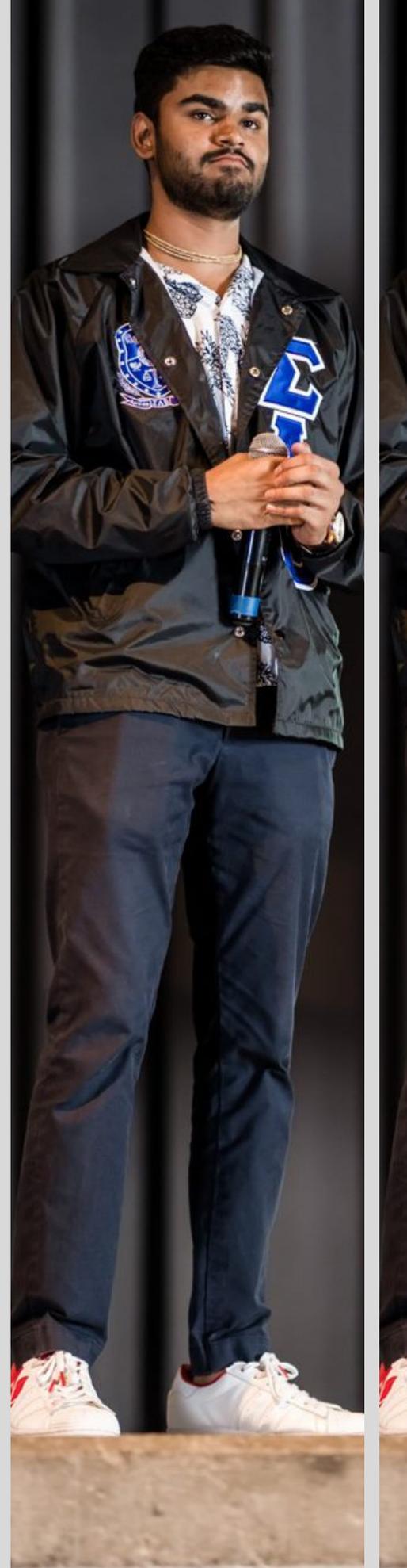
In alignment with our values, vision, mission, goals, and action plan, the CMEI will incorporate an assessment cycle/plan that measures student learning and the effectiveness of our strategic plan.

In order to properly assess programs, we will determine **who** our audience is, **what** needs to be assessed, **how** we plan to complete that assessment, and **when/where** the assessment will be completed.

1. We will set specific, measurable goals and outcomes for programs with appropriate time frames.
2. We will develop strategies and employ different tools and techniques to ensure that we are able to properly assess our programs.
3. We will review and interpret our data to determine whether we are serving our audience and whether our goals/outcomes were met.
4. From that review, we will share our data and create an action plan to alter and adjust our strategies, programs, and assessment plans to address any issues that arise. Evaluation, assessment, feedback, and learning will be ongoing to ensure that we reach our goals/outcomes and are able to expand upon them.

In order to execute our plan, we will use a variety of tools for qualitative and quantitative evaluation and assessment including:

1. Pre and post-tests/evaluations
2. Surveys
3. Self-evaluations
4. Reflections
5. Interviews
6. Focus groups



## Evaluation and assessment tools will ask questions that include/measure:

1. **Demographic Information:** The CMEI will collect demographic data (race, gender, sexuality, ability, status, and other identities) to see who we are serving and who we need to serve.
2. **Association:** The CMEI will compare participation based on group association and/or extracurricular involvement to determine which groups need to be included for future participation.
3. **Sentiments/engagement:** The CMEI will measure sentiments and engagement of students by asking if they feel comfortable, valued, supported, heard, counted, respected, and a sense of belonging.
4. **Open-ended feedback:** The CMEI will allow for open ended feedback where the options are not predetermined. This allows for participants to provide greater detail and nuanced responses. It also allows participants to share opinions that might not have been explicitly asked about, and those opinions can be incorporated into future assessment/evaluation.
5. **Open-ended answers:** The CMEI will conduct programs and initiatives with specific learning outcomes where participants can share what they learned and how the program/initiative helped their understanding.





# Four-Year Assessment Process

**Year One:** The CMEI creates a strategic plan with core values, vision, mission, goals, and action plans that are supported by an assessment plan, which will be used to evaluate and assess programs and initiatives. The CMEI will collect data related to goals and action plans.

**Year Two:** The CMEI will review data from year one and collect additional data related to goals and actions. We will ensure that the methods and strategies of data collection continue to be measurable, specific, and align with our goals and actions in order to make adjustments based on year one.

**Year Three:** The CMEI will continue to collect data and conduct surveys and focus groups with students, staff, faculty, and community to measure the overall success of the programs and initiatives in addition to individual programs and initiatives.

**Year Four:** The CMEI will complete an executive summary by the conclusion of year four, highlighting the evolution of the program over a four-year time period. The CMEI will assemble an assessment committee to reevaluate the effectiveness of the assessment cycle and make any necessary changes to the “who”, “what”, “how”, and “when/where”.

# CMEI Contacts

**Thanh Nguyen, Ed.D. | Assistant Dean/Director**  
**Center for Multicultural Engagement and Inclusion (CMEI)**  
tnguy283@msudenver.edu | 303-605-7553  
<https://www.msudenver.edu/multicultural-center/>

## **Campus Events and Equity Programming**

cmei@msudenver.edu  
303-615-0606  
<https://www.msudenver.edu/multicultural-center/campus-events/>

## **First-Generation Initiatives**

firstgen@msudenver.edu  
303-615-0019  
<https://www.msudenver.edu/first-generation-initiatives/>

## **Fraternity and Sorority Life**

greek@msudenver.edu  
303-615-0606  
<https://www.msudenver.edu/multicultural-center/fraternity-and-sorority-life/>

## **Met Media**

cmei@msudenver.edu  
303-615-0155  
<https://www.msudenver.edu/multicultural-center/met-media/>

## **Racial Equity and Leadership Programs**

cmei@msudenver.edu  
303-615-0606  
<https://www.msudenver.edu/multicultural-center/racial-equity-and-leadership-programs/>

## **Student Organizations**

orgs@msudenver.edu  
303-615-0606  
<https://www.msudenver.edu/multicultural-center/student-organizations/>

## **Student Travel and Professional Development**

travel@msudenver.edu  
303-615-0606  
<https://www.msudenver.edu/multicultural-center/student-travel-and-professional-development-funding/>

## **The Student Advocacy Council**

baron@msudenver.edu  
303-615-0899  
<https://www.msudenver.edu/student-government-assembly/>

