

UCSD CROSS-CULTURAL CENTER 2007-2008 ANNUAL REPORT





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## ACKNOWLEDGMENTS

The Cross-Cultural Center is only as strong as the collective support and care given by students, staff, faculty, departments, and the community. Thank you everyone for your patience as we transitioned from building 510, to the old financial aid office, and finally to our new home in Price Center East. It has been an amazing community building experience.

Thank you full time  
CCC: Violeta, Nancy,  
Cathlene, and Lea;  
without your un-  
wavering spirit and  
work ethic nothing  
happens in and for the  
community. Especially  
to Cat- we will miss  
you terribly and we  
know you are destined  
for wonderful things.  
We finally welcome

Joseph Ramirez who joined our family in the summer of 2008.

To the 2007-08 CCC Student Intern Staff - you are beyond amazing. Your patience, energy, humor, tough questions, creativity, joy, and laughter are the heart of the Cross-Cultural Center.



### 2007-2008 INTERNS

Chris Datiles :: Newsletter

Crystal Alvarez :: Affiliate Program

Nikolitsa Paranomos :: Art and Resources

Ricsie Hernandez :: Volunteer and Outreach

Sandra Gutierrez :: Diversity Peer Educator

Kevin Mann :: Diversity Peer Educator

Katie Erickson :: Diversity Peer Educator

Frank Sierra-Lopez :: Diversity Peer Educator

Charles Kim :: Diversity Peer Educator

Erica Diamant :: Programming Intern

Enid Garcia :: Programming Intern

Cheyenne Stevens :: Joy de la Cruz Art & Activism

## CROSS-CULTURAL CENTER EXECUTIVE SUMMARY

The 2007-08 year was one of many triumphs as well as challenges for the Center. We successfully completed the second leg of our three-year transition process by moving into a one-year temporary space in building 201. We were able to create a community atmosphere through the dedication of interns and staff by the use of furnishings and art work. We also had a full complement of staff for the first time by adding new administrative assistance to round out CCC staffing to five FTE.

Assessment and pilot program projects were initiated in the temporary space to gain insight and prepare for the permanent move to the Price Center, June 2008. A key highlight was our ability to modernize our



*Students made the transition space in building 201 feel comfortable and welcoming.*

organizational structures and marketing materials. The launches of our new e-news and web site have increased Center visibility exponentially. Even in the temporary space we were able to host 45 CCC initiated programs, including a new Student Breather/Burnout Series. The Center also saw the request for workshops facilitated by the Diversity Peer Educators (DPE) increase substantially with over 36 trainings during the year.

Below was a quick snap shot of the 2007-08 academic year triumphs, challenges, and implications for the future. The remainder of the report outline key areas from the 2003-2004 to 2008-2009 strategic plan, particularly as they pertain to the 2007-2008 academic year. Subsequent annual reports will follow this newly established format.

### ACCOMPLISHMENTS 2007-08

- Successful transition to temporary location and completion of move to permanent location.
- Initiated first annual Center assessment with over 380 student, staff, faculty, and alumni respondents.
- Implemented new night and week-end student intern positions.
- Established co-sponsorship and room reservation statement PLACES.
- Successful transition of public relations and media to new formats included up-dated electronic newsletter, new web site, and Stories and Procedures Manual.
- Worked with Counseling and Psychological Services to pilot (50% time) the Campus Community Centers community-based psychologist.
- With the Campus Community Center Directors planned and executed 1-Day Social Justice and Diversity Institute.
- Established key working new relationships with Rebekah Harrold, the Campus Community Center



Fiscal Manager, Dr. Penny Rue, the Vice Chancellor of Student Affairs, and Dr. Sandra Daley, the Chief Diversity Officer.

- Continued campus-wide involvement and leadership with the Chancellor's Intern in California Native Day, Black History Month, Cesar E. Chavez Celebration, and Asian and Pacific Islander Heritage months. Other committee involvement included: Welcome Week, Admit Day, Transfer Admit Day, Dare to Dream, American Pie, and Comienza Con Un Sueno

## CHALLENGES

- CCC advisory board involvement and development.
- Alignment of Center work priorities with current staffing structure- will re-assign tasks 2008-2009.
- Aligned policies, practices, values, and mission when considering the visibility and workload in the new location.
- Budget planning process given the three year transition structure of the Center. We will enter a steady state for allocation and evaluation purposes in 2009-2010.
- On-line reservation system not operational (will be changing focus for a less interactive system).

## OPPORTUNITIES

- Developing the 2009-2010 through 2015-2016 strategic plans for the Center using the SOAR model (Strengths, Opportunities, Aspirations, and Results).
- Setting policies and procedures for user groups and affiliates in anticipation of an increased amount of Center users in the Price Center.
- New programming initiatives with departments and offices particularly in Price Center.
- Building a solid Friends and Alumni network by enhancing the Roots Project and exploring the addition to the United Way campaign drive.
- The Chancellor's Undergraduate Diversity Learning Initiative. Secured academic credit for 2008-2009.
- Continue work on campus-wide initiatives to build campus climate and diversity.
- Alignment of Director Doctoral work for strategic planning and organizational development for the Center.

## IMPLICATIONS

The Cross-Cultural Center moved out of a three-year transition period and settled in our permanent location in the Price Center East beginning 2008-2009. The long transition time, while difficult for planning purposes, proved to be good for community cohesion and development. This entailed implementing new policies and reservation procedures. During the upcoming year we will also be reviewing administrative job duties and make internal re-assignments to align with the new location needs and expectations. We also anticipate new campus partnerships and collaborations. 2008-2009 will be spent closing out the 2003/2004 through 2008/2009 strategic plan, marking challenges and highlights, and then directing attention to the 2009/2010 through 2015/2016 new strategic plan.



# INTRODUCTION

The Cross-Cultural Center is moving out of a 5-year strategic plan, which was developed for 2003-2004 through 2008-2009. This strategic plan included 6 key components: community development, programming, academic enrichment, administrative, facility, as well as development and fundraising.

The CCC will be updating our plan during the 2008-2009 year from a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) to SOAR (Strengths, Opportunities, Aspirations, and Results), a more appreciative approach. To begin this process and set a base structure for year-end reports going forward, the 2007-2008 year-end report is organized from the 6 component areas as outlined in the strategic plan. By organizing reporting in this way we feel that we are able to improve how we track the annual outcome alignment for our strategic work as well as how we



set a base structure for easier year to year comparisons. All year-end reports, to date, have addressed each component of the 2003-2009 strategic-plans with a more implicit focus. This new report lay-out allows for a more explicit organizing strategy.

Comments and feedback on this report are encouraged.





## COMMUNITY DEVELOPMENT

The Cross-Cultural Center has a long history of community development that benefited UC San Diego as well as the surrounding community. Working from a social justice framework, community development was defined in the 2003-2009 strategic plan as “providing a network of services and opportunities that support historically underrepresented students, staff, and faculty in their academic, professional, and personal development.” Community development also encompassed Center participation and consulting on areas and activities that improved quality of life, campus climate, community and retention for all members of the UC San Diego community.

### *Community Development was accomplished through:*

- Internal Center programs and structures
- Diversity Peer Educators
- Student Internship Program
- External relationship building
- Board, alumni, community, and departmental collaboration
- Outreach
- Marketing, resource availability, and event attendance

## COMMUNITY DEVELOPMENT THROUGH INTERNAL PROGRAMS

### DIVERSITY PEER EDUCATION PROGRAM

The Cross-Cultural Center participated in a total of 36 workshops. The participants ranged from elementary, middle school, and college-bound youth in the San Diego surrounding communities visiting campus to UCSD students in the residence halls. Many student organizations and student leadership programs requested and participated in DPE workshops.

Fresh perspectives and innovative approaches were incorporated in the training curriculum thanks to the collective work experiences of the intern team. This year also marked the beginning of an ongoing relationship with the Student Health Advocates Program and the first-ever training held with Outback Adventures staff. Also new this year was the coordinated campus visits with SPACES, Student Promoted Access Center for Education and Service, in which SPACES staff intersected with the Cross-Cultural Center to provide campus tours and resources for community visitors.



**Diversity Peer Educator Workshops**

FALL 2007	9/25/07	Student Health Advocates
	9/25/07	Have You Ever Wondered? Know Zone
	10/16/07	Student Activist Breather Series
	10/18/07	SOLO Passport DPE Workshop
	10/20/07	American Pie: Sustainability & Organic Farming
	11/01/07	TMC Leadership Challenge
	11/07/07	Express 2 Success Workshop
	11/15/07	International Education Week
	11/26/07	Muir HA Identity Workshop
	12/01/07	APSA High School Conference
	12/06/07	Got Identity?
WINTER 2008	1/06/08	CCC Affiliate Retreat
	1/16/08	SAAC Board Retreat
	1/19/08	American Pie: MLK Jr. Parade, Honoring Civil Rights Movement
	1/19/08	VSA High School Conf
	1/23/08	Hoover High School Visit
	1/26/08	Kaibigang Pilipino HS Conf
	1/31/09	TMC Leadership Challenge
	2/07/08	TMC Leadership Challenge
	2/12/08	Revelle Emerging Leaders Program
	2/16/08	MEChA High School Conf
SPRING 2008	4/10/08	Howard Hughes Scholars Visit
	4/16/08	Passport to Leadership
	4/22/08	Muir Dean's Office
	4/24/08	Preuss Info/Presentation
	4/24/08	TMC Diversity Awareness
	4/25/08	Speak Out! Awareness Week
	4/25/08	Social Action Theater
	4/26/08	Black Student Union High School Conference
	4/30/08	Express to Success
	5/03/08	American Pie: Crime & Punishment
	5/06/08	Passport to Leadership
	5/06/08	TMC Diversity Workshop
	5/09/08	Gompers Charter Middle School
	5/12/08	Outback Adventures
	5/12/08	Warren College OLs



## STUDENT INTERNSHIP PROGRAM

This year's interns were energetic and passionate students. They contributed to growth and development by helping the community transition with the CCC into its new home. Because of the intern's connection with the UCSD student activist community there was a smooth transition to the interim space. In addition, intern programming drew in new users and created stronger relations to the Cross-Cultural Center. Due to the recommendations and encouragement from the 2007-2008 intern staff, we received a large number of applicants for the 2008-2009 academic year. This showed that interns valued the holistic experience they received from the internship program and would like others in their community to have the opportunity to have their own experience as a CCC intern.

### *Working with Full-Time Staff*

Interns expressed through verbal and written feedback that they appreciated being intentionally paired up with a staff member who would aid them in their development. In addition this provided a learning opportunity for staff members. Staff was able to help in areas of concern or give praise when accomplishments were made during weekly one on ones. Interns felt especially supported during the process of developing their Self-Initiated Projects (SIPs). They appreciated the efforts that staff made on weekly basis to facilitate a process for creating a close and strong CCC team. This closeness helped them take the initiative to work together across teams on projects and programs. In addition, they enjoyed their own group teams as designated by their job roles. With skill development and tools they became comfortable enough with their positions to learn from mistakes, take risks, and be creative.



*Throughout the year the interns and staff become like family.*

### *Learning Leadership*

Interns contributed to the CCC immensely by recognizing student needs and catering to them through programming efforts, passive or active. Most interns were heavily involved with the UCSD and San Diego community, which helped the full-time staff keep informed and up-to-date on issues involving students and what they care about.

- Diversity Peer Educators created new and creative workshops to address the needs of the campus.
- The Newsletter Intern took the CCC Newsletter, Common Ground, to a new level. Various forms of art, narratives, and thoughts without censorship were included.
- Facility interns were diligent about appropriate Center use and hours of operation. They supported each other by rotating responsibilities and serving as a secondary backup during late closing times.



**Retention & Resilience**

The CCC internship contributed to the retention of UCSD students, particularly for those who have this opportunity early in their academic career. A sense of belonging was created through their connection as a CCC intern and being involved with other supportive spaces on campus. The CCC was their secondary home. Those who experienced the internship in their senior year feel equipped as citizens to go out and



face a world when justice was a constant battle. They take with them their love for self, community, and activism and create powerful social change. By the end of the internship they felt confident and were experts in their positions. Interns recognized the importance in creating a solid team and the value in learning about working styles, including working outside of modes in which they typically feel comfortable. They expressed how they would be able to use the skills that they learned in their positions for their future endeavors. Some realized through the internship what their

deep core passions are and how this may positively influence their career path.

**Intern Self Initiated Projects**

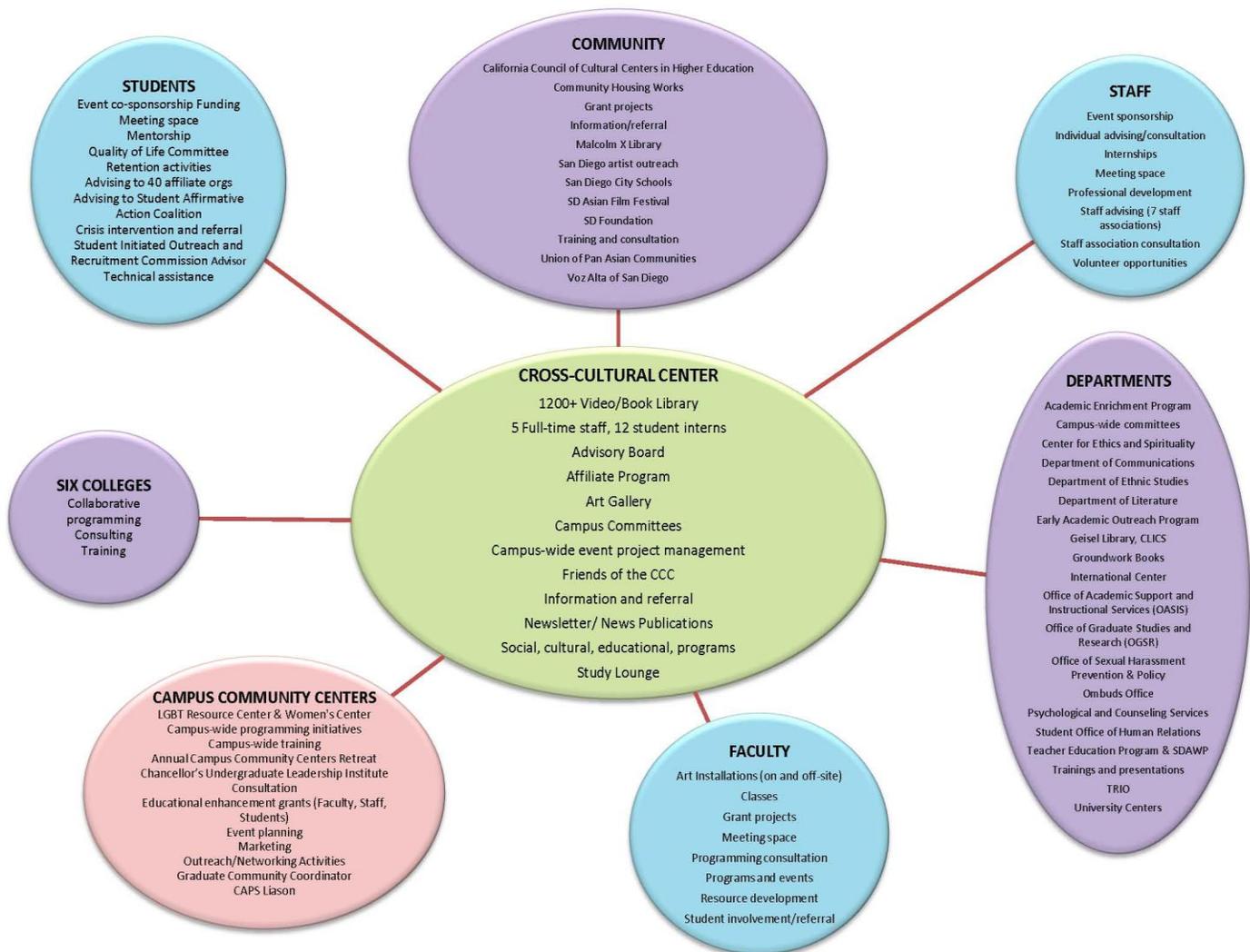
Interns	Self Initiated Project
Cheyenne Stevens	"Secretz" (passive programming) with Secretz Dialogue w/ Dr. Cat Thompson
Frank Lopez-Sierra	Tranquility Space/Room
Katie Erickson	"Celebrate Community! A Book for Children and Caretakers" (book: explanations & pictures of terms, ideas and people related to social justice)
Sandra Gutierrez	Tome los primeros pasos hacia la educacion de sus hijos" (Parent workshop to help with getting their kids to college)
Enid Garcia	Dancing in Mexico- Learning Through Dance
Nikolitsa Paranomos	"Supportive Parent Information Network (S.P.I.N.)" art show/ alternative tour
Chris Datiles	Remembering PINAYtration
Chuck Kim	"Arirang and the Blues: The Movement of Freedom Songs"
Crystal Alvarez	RAZA Grad Town Hall
Erica Diamant & Ricsie Hernandez	CCC Staff 07-08 Yearbook (book & video)
Kevin Mann	U.C. Campus Diversity Engagement Program ("alternative" campus tour program) Tour Script



## EXTERNAL COMMUNITY DEVELOPMENT

The CCC's internal programs have a long and established track record of innovation and accomplishment. Our Internship program has been up-dated each year with job description revisions, additions of jobs, and position specific functions needed as the Center grew (operations and additional peer educators). Our external community development while equally important has been an un-even success. We have increased our outreach and working capacity to more groups on campus and within the community. We will see explicit and measurable results in the future.

## CROSS-CULTURAL CENTER IMPACT GRID



## KEY HIGHLIGHTS IN EACH OF THE STRATEGIC PLAN GOALS

### *Campus Community Center Development*

- During 2007-2008 the Cross-Cultural Center enjoyed deepening work relationships with the Lesbian/Gay/Bisexual/Transgender and Women's Resource Centers. Key highlights included a joint planned a 1 day social justice institute designed, implemented, and evaluated by the Centers.
- The Campus Community Centers increased our joint training and staff development programs this year by adding a quarterly 1-day planning meeting and a 2-day staff professional development meeting.
- The Community Centers continued to refine and implement the student intern collaborative and combined training before the fall quarter began.
- The development of a Campus Community Center mission statement was a key highlight. This statement was created with all of the full time Centers' staff, which set the tone and direction for a collective strategic plan.



*Campus Community Center staff at the summer 2-day professional development retreat.*

### *Alumni Relations*

- The Cross-Cultural Center successfully contacted and brought alumni to participate in the dedication of the new Price Center space. At this event it was heartening to see alumni connect with current students who diligently worked on the continued development of SPACES, a student recruitment and retention department, and SAAC, a historically UCSD and CCC affiliated committee.
- We also began the process of collecting alumni contact information to create a collection of possible campus speakers and to connect alumni with students.
- Going forward in developing alumni connections will be a key focus.

### *Board and Friends of the CCC*

- Development and maintenance of the CCC advisory and friends' board has been the biggest challenge during this 3-year move transition.
- We continued to be in close connection with key faculty, staff, and community supporters of the Center.
- For the 2009-2013 plan, board and friend development are key priorities.



# COMMUNITY OUTREACH

## TABLING

There were a total of 8 activities conducted with the Campus Community Centers: presentations, trainings, and tabling outreach. Examples included the School of Medicine trainings, internal staff orientations, and Residential Life workshops that occur annually. The Cross-Cultural Center participated in 10 outreach tabling events for incoming students, college-bound students, as well as parents and student professional staff.

Name of Event	Date
Geisel Library Staff Training	7/25/07
COM3 Retreat	8/13/07
OASIS Summer Bridge: Student Organizations Resource Fair	8/17/07
SOM Student Orientation	8/28/07
SOM Tabling	9/6/07
CUDLI 07-08 Preparation	9/5/07 & 9/7/07
Warren RA Center Presentation, training request	9/4 /07
All RA workshops	9/14/07
International Center Student Orientation	9/17/07
COM3 Intern Training	9/20/07 & 9/21/07
Welcome Week Student Services Fair	9/24/07
Presentation to Student Health Advocates	9/25/07
Q-Fair Tabling	9/26/07
Love Your Body Day Tabling	10/18/07
UCSD Super Visit to Miramar College Transfer Students	10/10/07
UCSD Super Visit to San Diego City College transfer students	10/24/07
UCSD Super Visit to SD Mesa College transfer students	11/07/07
UCSD Dare to Dream	11/17/07
Price Center East Opening	5/19/08
Comienza con Un Sueno	5/31/08
<b>Total outreach activities</b>	<b>22</b>



## MARKETING

During the 2007-2008 academic year the Cross-Cultural Center modernized and increased our public relations and media outreach efforts. Some highlights included:

E-NEWSLETTER	We updated our E-Newsletter from a plain-text email distribution list to an up-to-date, HTML capable E-Newsletter.
	There was a 27% subscriber increase since the summer 2007 (currently up to 1,700 users)
	E-Newsletters were archived on the CCC web site and can be viewed on-line.
	On a weekly basis our subscribers received information about diverse events and activities that took occurred at the Cross-Cultural Center and beyond.
	E-Newsletter provided a wide array of resources including: job announcements, scholarship information, and research.
	Individuals could subscribe to the E-Newsletter and read the archives at: <a href="http://ccc.ucsd.edu/eNewsletter.html">http://ccc.ucsd.edu/eNewsletter.html</a>
PRINT NEWSLETTER	Our quarterly print newsletter went out to over 600 individuals and departments at UCSD and the San Diego community.
	This newsletter is special in that it allowed students to express themselves on social justice issues that mattered most to them. For example, this past year, students wrote articles about the DREAM Act, Body Image, and the plight of people in Tibet.
	In addition, the newsletter advertised upcoming events, programming, and UCSD opportunities.
WEBSITE	Early in 2007-2008 we updated our website ( <a href="http://ccc.ucsd.edu">http://ccc.ucsd.edu</a> ) to include more colors, pictures, newsletter archives, and downloadable reports.
	After UCSD launched its newly designed web site, we began updating ours in order to match the style of UCSD. The newly designed CCC web site was live as of August 1, 2008.

### Areas of Growth

Although we have been able to update and expand our public relations efforts, there were some areas of growth that we will be working on for the 2008-2009 academic year. These include:

- Accommodating undergraduate students' form of media and communication in our PR efforts by creating a Cross-Cultural Center Facebook page.
- We proactively invited students to sign up for our e-newsletter by asking all first time Center visitors and members of student organizations.
- In addition we created a higher demand for welcoming visitors to the CCC web site by adding a "social justice calendar of events", in which, students, staff, and faculty could add events related to diversity and social justice.



# PROGRAMMING

The goal of Cross-Cultural Center programming was to provide a network of programs and services that motivate and educate students, staff, and faculty on issues of diversity, social justice, and



multiculturalism. In addition, through programmatic efforts we hoped to inspire students, staff, and faculty to become self aware, culturally conscious, and active members of the UCSD and San Diego community.

Even with the CCC transition to new physical space, the Center had a very successful programming year. By physically moving our community to the interim space, we were able to experiment with programming ideas in preparation for the CCC move to the Price Center expansion. One new programming focus was to

cater to the needs of student leaders and activist at UCSD. We learned that CCC users moved with us- program attendees did not decrease and more room reservations were made.

Even with the transition, we had some programs worth highlighting:

- Activist Breather/Burnout Series
- Frederick Smith and Fiona Fredde: Author Readings and Dialogue on Black and LGBT Literature
- Teatro Chicana
- Marissa Pulido Rebaya: Manongs in the Fields
- 13<sup>th</sup> Annual All People’s Celebration: New Beginnings and Grand Opening/Mural Reveal.

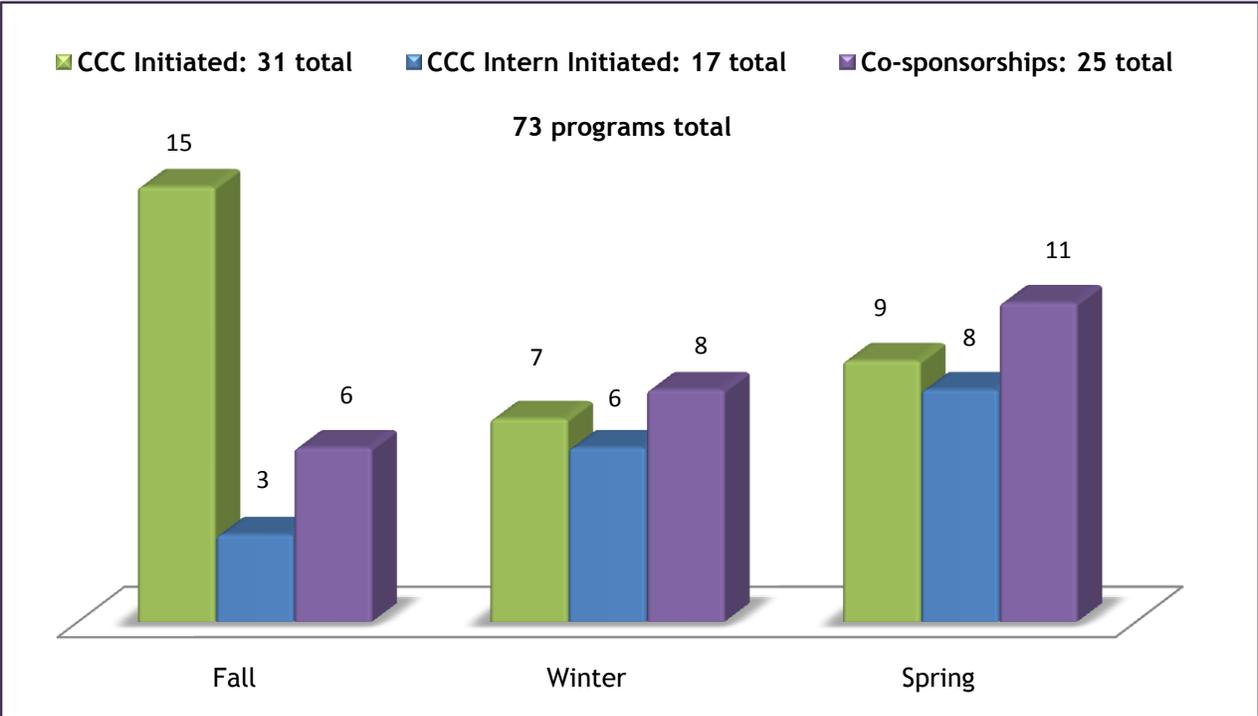
The Breather/Burnout Series was a series of programs (approximately 3 per quarter) that were created to help activist maintain balance while dealing with their involvements outside of academia. This series included:

- Energy Management, Meditation, Karaoke, Game Night, Healthy Eating in a Hurry, Yoga, and Arts & Crafts.
- Each workshop was attended by 15-25 people.
- This workshop series was successful and should be continued.





**PROGRAM COUNTS**



**PROGRAM LIST**

CCC INITIATED	09/25/07	“Have You Ever Wondered”
	09/25/07	Block Party
	10/11/07	Lecture: “Celebration of Abilities” w/ Alison Kafer
	10/12/07	San Diego Asian Film Festival: “Bridging the Gap” (film)
	10/15/07	CCC Open House
	10/16/07	CILAS: Graduate Student Salsa Night
	10/16/07	Student Activist Breather/Burnout Series: “Energy Management” w/ Larry Ward
	10/17/07	CCC Affiliate Fall Quarter meeting
	10/18/07	San Diego Asian Film Festival: “Bridging the Gap” (film)
	10/19/07	“Indians vs. Native People: Struggling Against American Indian Representations in Film” w/ Natchee Blu Barnd
	11/06/07	Student Activist Breather/Burnout Series: Meditation
	11/08/07	“In Your Shoes” (Panel on Disabilities)
	11/13/07	Faculty, Staff, & Grad Students Think Tank Series
	11/15/07	International Education Week: “Amandla” (film & discussion)





	11/27/07	Student Activist Breather/Burnout Series: Karaoke
	12/24/07	Faculty, Staff, & Grad Students Think Tank Series
	12/10/07	Stress-Less Study Jam/Breather
	01/06/08	Affiliate Leaders Retreat
	01/25/08	“Decolonizing Pedagogical Praxis - Teaching & Learning Critical Filipin@ American Studies” w/ Dr. Allyson Tintiangco-Cubales
	02/12/08	Student Activist Breather/Burnout Series: Game Night
	02/28/08	Frederick Smith & Fiona Zedde: Author Readings & Dialogue on Black & LGBT Literature
	03/04/08	Student Activist Breather/Burnout Series: “Healthy Eating in a Hurry”
	03/13/08	Social Justice in Higher Education Series: “The Successful Transition of Underrepresented Students in a Challenging Institutional Environment” w/ Dr. Patrick Velasquez
	03/17/08	Stress-Less Student Jam/Breather
	04/15/08	Student Activist Breather/Burnout Series: Yoga
	04/17/08	Teatro Chicana
	04/24/08	“Manongs in the Field” w/ Marissa Pulido Rebay
	05/06/08	Student Activist Breather/Burnout Series: Arts & Crafts
	05/23/08	13 <sup>th</sup> Annual All People’s celebration: “New Beginnings. Grand Opening”
	05/30/08	Open Mic Night
06/09/08	Stress-Less Study Jam Session: Food & Study Space	
CCC INTERN	10/10/07	Graduate Student Mixer
	11/28/07	Graduate Student Activist Breather/Burnout Series
	01/23/08	Cheyenne Stevens’ SIP: “Secretz” debrief w/ Cat Thompson
	02/05/08	Frank Lopez-Sierra’s SIP: “Before Midterm Tranquility Space”
	02/07/08	Graduate Student Community Potluck
	02/27/08	TShirt Making Party
	03/12/08	“Mix it Up!” - Graduate Undergraduate Lunchtime Mixer
	04/08/08	Sandra Gutierrez’s SIP: “Parent Workshop to Help with Getting their Kids to College”
	04/23/08	Enid Garcia’s SIP: “Dancing in Mexico - Workshop by Danza Azteca & Ballet Folklorico”
	04/27/08	Chris Datiles’ SIP: “Remembering PINAYtration”
05/04/08	Nikolitsa Paranomos’ SIP: “Supportive Parent Information Network (SPIN) art show & alternative tour”	





SPONSORSHIPS	09/26/07	OASIS Summer Bridge: In Da House Dance & Reunion *
	09/28/07	California Native Day Kick-Off *
	10/20/07	American Pie: "Sustainability/Organic Farming"
	10/21/07	Practitioners of Color Meditation Group
	11/01/07	Staff Association Luncheon: "The Many Flavors of Diversity"
	11/18/07	Practitioners of Color Meditation Group
	12/16/07	Practitioners of Color Meditation Group
	01/13/08	CUDLI Retreat
	01/19/08	American Pie: "Honoring the Civil Rights Movement"
	01/20/08	Practitioners of Color Meditation Group
	01/24/08	1 <sup>st</sup> Annual Activists Academia: Minors & Special Programs Fair for Students Interested in Social Change
	02/11/08	Ethnic Diversity & the City: "Locating Disability Studies within the Curriculum (lecture)"
	02/13/08	OSHPP: "Baadasss Cinema - A Bold Look at the 70s Blaxploitation Films" (film)
	02/17/08	Practitioners of Color Meditation Group
	02/19/08	OGS: "Graduate Students Get Crafty at the CCC"
	02/26/08	SAAC Recognition Dinner
	03/16/08	Practitioners of Color Meditation Group
	04/01/08	UCSD Cesar E. Chavez Celebration Kick-Off
	04/03/08	"Poetry in Motion" w/ Dr. Neal Garcia & Jay Perez
	04/04/08	Com3 bbq
	04/20/08	Deer Park Monastery: People of Color Meditation
	04/23/08	Asian Pacific-Islander American Awareness Mid-Day Celebration
	04/28/08	The Current Status of Latin@s at UCSD
	05/03/08	American Pie: "Crime & Punishment"
	05/07/08	"Hidden Voices: The Lives of LGBT Muslims"
	05/08/08	"Stage Presence" w/ Dr. Theo Gonzalves
	05/15/08	Office of Graduate Studies Diversity Dinner
	05/18/08	Deer Park Monastery: People of Color Meditation
	05/24/08	Student Promoted Access Center for Education & Services (SPACES) Gala
	06/05/08	Recognition & Resources for our Graduating Activists





**SPECIFIC COMMUNITY AND CONSTITUENT PROGRAMS**

**GRADUATE STUDENTS**

There were 10 graduate student-targeted programs this year with fall quarter hosting the most co-sponsored activities and Center-initiated activities. What worked especially well this year was the robust publicity across diverse academic disciplines, co-hosted with the Office of Graduate Studies. Our graduate student community coordinator, Thea Tagle, who worked with the Campus Community Centers, successfully provided informal social spaces and also integrated contemporary issues that graduate students encountered daily.

Areas of growth included graduate student assessment of these programs, which would help inform continued support or the need to integrate graduate student feedback in future activities.



*Students at CCC's Admit Day Open House*

**Graduate Student Programs**

Graduate Student Mixer	CILAS Graduate Student Salsa Night
Office of Graduate Studies Graduate Student Diversity Dinner	Amandla Film Screening and Discussion
Graduate Student Breather Series Meditative Practices	Graduate Student Community Potluck
Graduate Students Get Crafty	Graduate-Undergraduate Mixer
Graduate Student Breather Series	Office of Graduate Studies Diversity Dinner - Wellness tools

**STAFF AND FACULTY PROGRAMS**

We saw great success in combined staff and faculty programs, such as Dr. Alison Kafer's well-attended staff and faculty luncheon, the annual Staff Associations' Diversity Luncheon, a library staff training program, and co-sponsored activities among major planning committees comprised of staff, faculty,





students, and community members, such as: California Native Day, Black History Awareness, Cesar E. Chavez Celebration, and the Asian and Pacific Islander Awareness Celebrations. The Think Tank student affairs reading group series was a pilot program that needs to be re-worked. Staff-specific programs and particularly, faculty-specific programs continued to be areas that need focused attention and continuity. Below was a partial list of highlighted programs attended by staff/faculty that generated interest and meaningful participation.

*Our Teatro Chicana event brought people from all over the UCSD and San Diego communities.*



Going forward, plans are in the works for joint staff education programs, participation in the learn-at-lunch series, and further collaborating with the staff associations. In the area of faculty programs, plans are underway for a mixer to be initiated by faculty, supported by the Cross-Cultural Center, as well as in-service workshops for student affairs personnel facilitated by staff/faculty/community, such as awareness around AB540 student issues and concerns.

**Staff Programs**

American Indians and American Education	Ethnic Diversity and the City Public Lecture, Dr. Pat Washington
Indians vs. Native Peoples: Struggling Against American Indian Representations in Film	Baadasss Cinema Blaxploitation Films
Sovereignty in Contemporary Native America	Transition of Underrepresented Students in Challenging Institutional Environment, Dr. P Velasquez
Staff Associations Diversity Luncheon	Black History Celebration, Frederick Smith and Fiona Zedde Black and LGBT Literature
In Your Shoes, Panel on Abilities	Cesar Chavez Celebration, Teatro Chicana
Dr. Cat Thompson Secretz Debrief	Asian and Pacific Islander Celebration, Elizabeth Yamada
Dr. Allyson Tintiangco Cubales: Decolonizing Pedagogical Praxis	



## ACADEMIC ENRICHMENT

Academic enrichment involved the development of a network of programs and services that linked departments, students, staff, faculty, and the San Diego community in new learning initiatives and dialogues.

- The Center worked very closely this year with the Chicano/Latino Arts and Humanity as well as the African-American Studies Minors.
- This year CCC staff was closely involved with providing the Minors much needed support through office hours at the Center, e-news articles, and direct 1 on 1 time with the each programs coordinator.
- The minor fair and other program collaborations helped make the minors more visible to undergraduate students.
- The Center was also involved in joint programming events and speakers with faculty from Literature, Ethnic Studies, and Communications.
- Lastly, the Cross-Cultural Center continued to host faculty and graduate student office hours on site.

One program that highlights academic enrichment was American Pie, which, going forward, will now be called Beyond La Jolla.

- Currently the international Center, International House, Center for Student Involvement, and the Cross-Cultural Center work closely together on American Pie.
- This quarterly program brings U.S. and international students together for a day long community service project, education around an issue, and a dinner discussion.
- This program became difficult to continue each year due to: the lack of student interest, too much staff time needed to successfully conduct this quarterly program, lack of funds, supervising an intern, and coordinating service projects and speakers.
- This new direction, known as Beyond La Jolla, will offer the opportunity for other campus departments to get involved and work together including faculty and university classes.



## ADMINISTRATIVE

The Cross-Cultural Center made a major improvement in administrative consistency and communication during the 2007-2008 academic year. The addition of a full-time administrative staff position enabled the CCC to focus on recording and formalizing administrative procedures in order to focus our mission and values, and to build organizational capacity.

### HIGHLIGHTS FROM THE YEAR

#### *Policy and Procedure Manual*

- The manual included information about our mission, philosophy, history, programs, and general policies and procedures.
- The manual also included two appendixes. One was for student intern staff that contained details on their job descriptions, responsibilities, expectations, and administrative and programmatic procedures. The second appendix was for the professional staff. This appendix was to be used as a new staff training manual and included important information about UCSD policies and procedures, as well as CCC specific information.

#### *Assessment*

- The Cross-Cultural Center assessment, sent out to all CCC users through Survey Monkey, was invaluable in helping the staff understand key growth areas, as well as areas in which we were excelling.
- It was useful to have analyzed who uses the CCC, learn about the intersections of identities of our users, and the ways in which the CCC was helping retain underrepresented students at UCSD.

#### *Time Management Systems*

- This year we were also able to more efficiently track the use of FTE and intern time at programs and events, as well as improve communicate information about programming efforts.



*Student organizations work together to solve a puzzle at our annual Affiliate Retreat.*

- This was managed through a more consistent and formal use of Outlook calendaring and by the Office Manager who coordinated the quarterly program staff sign-ups and tracking.

## PRIORITIES FOR 2008-2009

### *Tracking Users*

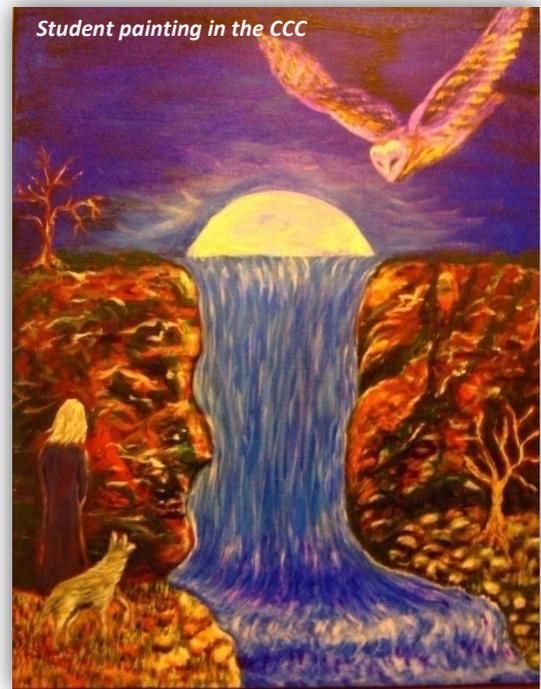
- One key priority for the upcoming academic year is to implement a better tracking system for individual CCC users.
- We have not found a good way to track the number and depth of CCC users, including students who come in to study, to “hang out”, to attend organizational meetings, and to get impromptu advising.

### *Room Reservation System*

- Creating an online room reservation system is another key administrative priority for the upcoming year.
- In order to minimize staff time when manually entering room reservations into our calendaring system, as well as to create a user-friendly system for CCC users, it is essential that we implement a system that enables users to reserve rooms online, and check existing reservations and calendars online. This system should also generate data reports for CCC staff on number and type of users.

### *Lending Library*

- Organizing processes and tracking checkouts for our lending library book loans is a central priority for the upcoming year in our new building.
- Our goal is to develop a system that includes the following: searchable online database of all available books, easy and trackable check-out system, and a standard way of cataloging and cross-referencing books.
- This will be essential in order to create a user-friendly library for students, as well as to track our resources in books and media.



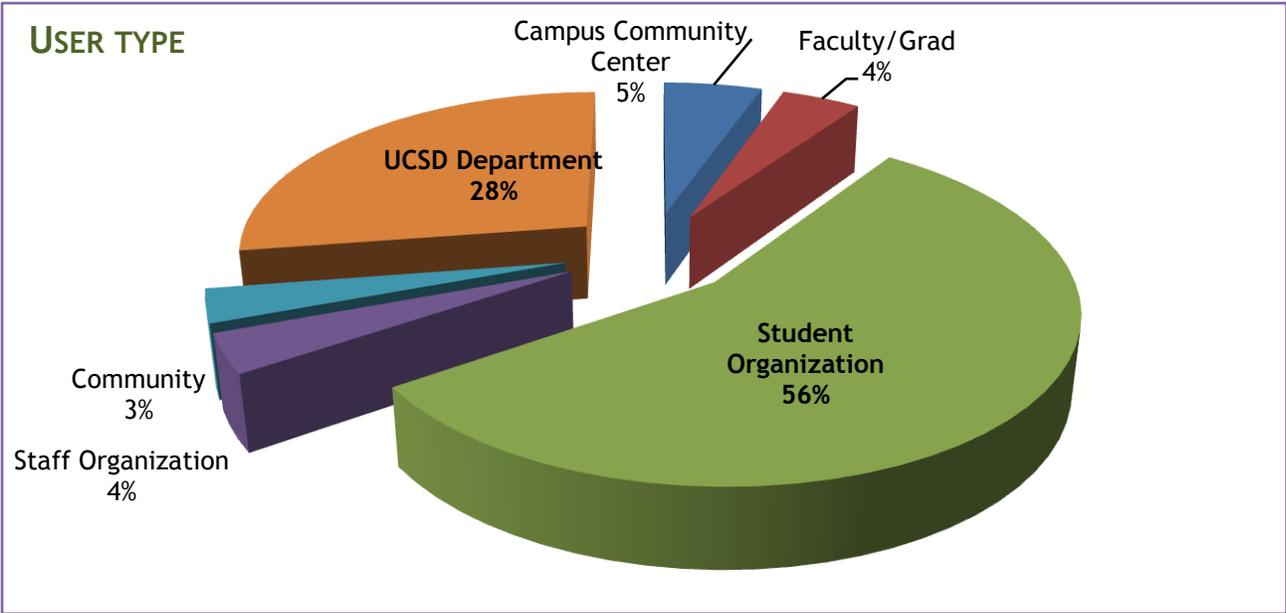


# FACILITY

2006-2007 was a transition year in terms of our facility, but demand for room reservations continued to rise. There were 1,092 total reservations during the year, which is a 30% increase from the previous year. We expect the demand for facility usage will continue to increase in our new location in the Price Center. Most new CCC facility users were from student organizations, which at 56% remain the largest user group. Room reservations were available for classes, special events, workshops, and meetings. As illustrated in the chart below, meeting space was by far the most popular use of the CCC facility, making up 67% of all room reservations.

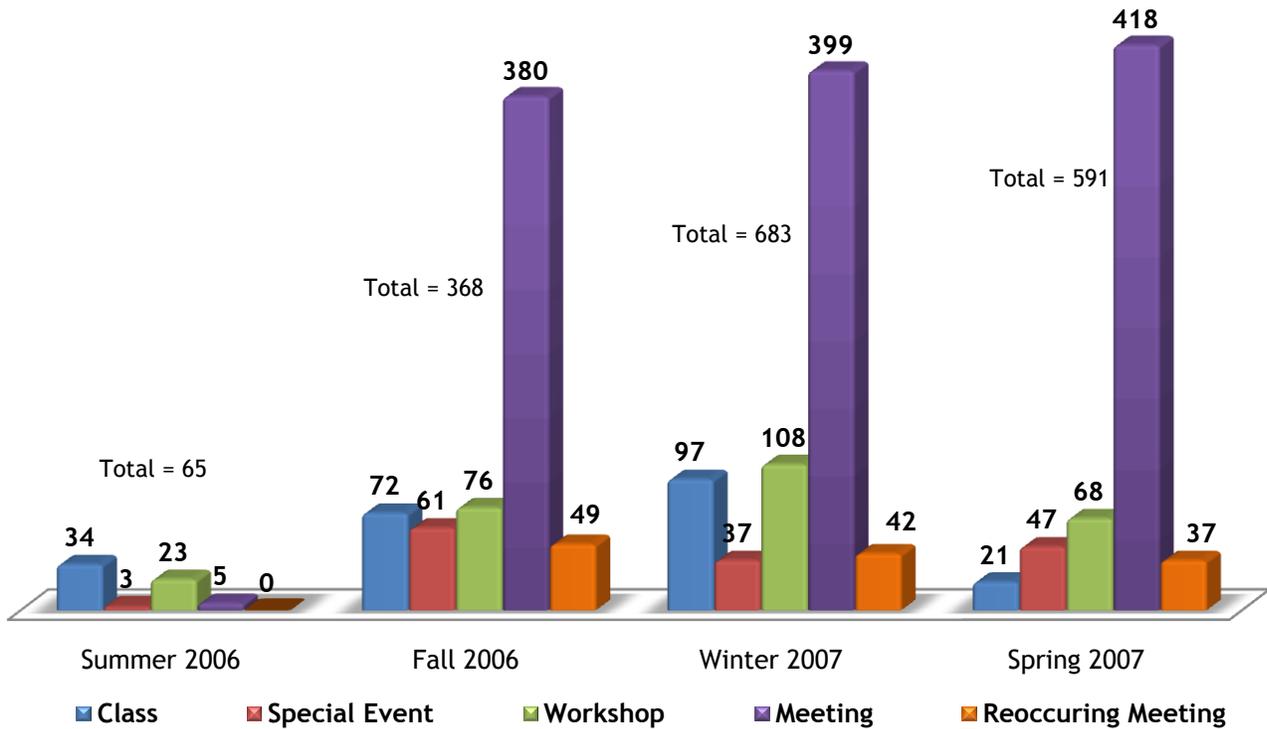


Priorities for the upcoming year will be to diversify our partnerships with more campus departments and student organizations in order to increase our CCC user numbers and build community. Priorities also include establishing and communicating the new policies and procedures around CCC facility usage.





## FACILITY USEAGE BY PROGRAM TYPE



Total Reservations 2006-2007 = 1,092

### P.L.A.C.E.S.

One of the accomplishments of the 2007-2008 year was the development of our P.L.A.C.E.S. (Promoting

- Promoting respectful dialogue
- Leadership
- Affirmation of identities
- Community building
- Empowerment
- Social justice lens

Respectful Dialogue, Leadership, Affirmation of Identities, Community Building, Empowerment, and Social Justice Lens) philosophy. P.L.A.C.E.S. is the philosophical framework that the CCC uses when developing programs, doing outreach, and forming collaborations. All CCC sponsored educational, social, and cultural events promote the P.L.A.C.E.S. values. We also require that groups who reserve rooms with the CCC align themselves with the spirit of P.L.A.C.E.S. In this way, we are creating and building a stronger community based on a foundation of social justice and affirmation.





**Promoting respectful dialogues:** The CCC provides programs and spaces for students, staff, faculty, and community members to have open discussions where all opinions can be valued and heard.

**Leadership:** The CCC provides programs and services for students to develop and strengthen activism efforts while learning to become local and global citizens. We collaborate with staff and faculty on leadership and educational opportunities. In addition, CCC offers professional development to departments, organizations, and staff campus-wide.

**Affirmation of identities:** The CCC values and promotes the understanding of the intersections of identities and positionality. This includes, but is not limited to: race, ethnicity, nationality, sexual orientation, gender, gender identity, sex, culture, age, ability, class, religion, spirituality, and physical appearance. We confront all forms of oppression within these multiple identities.

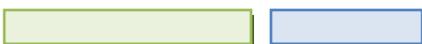
**Community building:** The CCC provides interactive programs and retention spaces to create new connections, strengthen existing relationships, and encourage cross collaborations.

**Empowerment:** The CCC offers educational workshops, trainings, and programs on social, cultural, diversity, and social justice issues, which serve to empower campus and community leaders by providing the necessary tools to be an advocate for positive social change, proactive about addressing inequities, explore multiple identities, and maintain balance in all aspects of their lives.

**Social justice lens:** The CCC functions within a social justice framework that includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. We envision a society in which individuals are both self-determining (able to develop their full capacities), and interdependent (capable of interacting democratically with others). Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole (Bell, 1997, p.1) *Teaching for Diversity and Social Justice*

## **AFFILIATES**

This was a transition year for our Affiliate Program. A lot of energy was focused on helping our Affiliate organizations feel comfortable and secure in the temporary location. Most of the Affiliate organizations had a long history of relationship-building with the CCC and finding home in the space. The following activities were created in order to strengthen and sustain existing relationships with the Affiliates: A fall quarter town hall meeting; Staff visited all organizations' board meetings to have an open dialogue about the space and the year; A winter Affiliates retreat was held to promote community building.



## DEVELOPMENT AND FUNDRAISING

One ongoing goal of the CCC was to develop and provide revenue streams so that CCC staff, affiliate groups, campus and San Diego community may implement new initiatives, innovative programs, and services that helped build campus climate and retention. To date we have worked to develop a friend-raising campaign through our 10-year anniversary program as well as using the 13<sup>th</sup> Annual All People's Celebration in the new Price Center to invite alumni to reconnect with the Center. Now that the 3 year move transition is over direct work on a development plan will be undertaken. The Center has made small steps with the set up of two foundation accounts as well as involvement with friends of the CCC support group, but much more can be done.

## NEXT STEPS

As indicated in the opening of the annual report the Cross-Cultural Center will be embarking on a year-long strategic planning process during the 2008-2009 academic year. We will be using the SOAR model (Strengths, Opportunities, Accomplishments, Resources). The Cross-Cultural Center will be entering its second phase of organizational development. With a newly aligned strategic planning process, community involvement, evaluation, and assessment we enter this phase on an optimistic note.



*A student intern design in the lobby of the new CCC*