



MESA Mission Statement

Our mission as a department is to enhance cultural, social and academic experiences of underrepresented student groups of multi-ethnic and racial backgrounds with programming and activities and to serve as an advocate for underrepresented student groups of multi-ethnic and racial backgrounds. MESA strives to advance, cultivate and preserve the student experience, their stories and their success by championing equity, diversity and inclusion.

MESA Student Learning Outcomes – Spring 2021

Students will reassess their own personal perspective using courage and humility and critically reflect upon one’s own cultural biases as it relates to privilege and oppression in academic, social and workplace settings.

Students will demonstrate communication skills that enable intercultural communication, including effective skills and interact respectfully with the intervening of dismantling systems of oppression on an individual and/or systemic level.

Students will learn how to strengthen their leadership skills and abilities and participate in formal student leadership positions and on-campus student employment opportunities.

Students will strengthen their academic skills, abilities and network to better prepare for classroom success, academic engagements, leadership opportunities and graduate school preparation.

MESA Reporting Data and Tools

Multicultural advisors have documented student appointments through Navigate student management system from October 2021 to present. From September 2016 to September 2020, advisors were using Note-Taking through Student Information System (SIS). A request for this SIS tracking student appointments and additional data has been made. From Fall 2017 to mid-October 2020, all student advising appointments were hand counted and tracked through an Excel spreadsheet.

Because of the informality of the open space and suite usage, students are considered official MESA student users by having two formal advising sessions with multicultural.

	Fall 2020	Fall 2019	Fall 2018	Fall 2017
Student Appointments with MESA Advisors	*300	386	421	544
MESA Suite Usage	**n/a	4749	5888	6043
*Tracked by Navigate				
**usage not collected per COVID-19 safety policies and procedures				



Navigate Student Services provided by MESA	# of Appointments: October 12, 2020 - January 22, 2021
Campus Engagement	7
Campus Referral	26
Community Referral	3
Lawton Grant Advising	112
MESA-related Program	16
Monitored Academic Progress (M.A.P.)	13
Multi-ethnic Advising	59
Student Organization	Zero
Services are indicated through Navigate and each student appointment may provide one or more services.	

MESA Services

MESA provides programs that relate directly to its student population, in both annual programs such as Jump Start, Kwanzaa Celebration, Celebration of Success and the Lawton Grant financial workshops and advising. Throughout the year, MESA has provided educational programs hosting specialty speakers and films and provided targeted student workshops (i.e. grief, microaggression, colorism). In addition, MESA has expanded its community outreach to intentional educational partners such as the Green Bay Area Public School District, Service League of Green Bay, The Building for Kids Children's Museum and the Young Women Christian Association (Y.W.C.A.). MESA programs and workshops provide student engagement in participation, sponsorship, community service and professional networking opportunities.

Authentic Me Program	Started in Fall 2018
The Authentic Me (AM) program is a self-select volunteer program for college students with multi-ethnic and multicultural backgrounds. AM student volunteers will have opportunities to serve as: a panelist on student panels, be a student model on a college photo shoot, assist with the recruitment programs, serve on campus committees, and be a student voice.	
Term	Total # of Participants
Fall 2020	9
Fall 2019	9
Fall 2018	12
Fall 2017	n/a

Cultural Stoles	Started in Fall 2018
MESA offers cultural stoles to domestic multi-ethnic and multicultural college students. Cultural stoles offer students an opportunity to express cultural heritage and pride during the UW-Green Bay commencement ceremony. Cultural stoles are available for rent or purchase through MESA.	
Term	Total # of Participants
Fall 2020 /Spring 2021	IP (in progress)
Fall 2019 /Spring 2020	8
Fall 2018 /Spring 2019	6
Fall 2017 /Spring 2018	n/a

MULTI-ETHNIC STUDENT AFFAIRS (MESA) OFFICE



Monitored Academic Progress (M.A.P.)	Started in 2018
Monitor Academic Progress (M.A.P.) is an undergraduate student advising program that partners undergraduate students of diverse backgrounds with a multicultural advisor to ensure academic success. Students and advisors work very closely to monitor the academic development and progress of each course taken at UW-Green Bay by using reported grades, mid-semester grades, and faculty feedback. The M.A.P. system will alert students and advisors of academic successes and difficulties which will allow for accurate individual advising and referrals based on academic needs. The M.A.P. system is used to increase the retention, close the achievement gap, and increase graduation rates of students of multi-ethnic backgrounds.	
Term	Total # of Participants
Fall 2020	n/a
Fall 2019	n/a
Fall 2018	n/a
Fall 2017	n/a

Jump Start On-boarding Program	Started in Fall 2015
Jump Start is a multicultural intensive preparatory program for first-year students from multicultural backgrounds interested in learning how to be successful at UW-Green Bay. During the seven-day program students will: move-in early and live in their assigned UW-Green Bay housing and meet other first-year students, learn about UW-Green Bay office resources, and strengthen time management/study skills, discover how to navigate the city of Green Bay and understand more about Green Bay's community resources and gain insight on intercultural differences, increase intercultural competency and strengthen multicultural growth and development.	
Term	Total # of Participants
Fall 2020	13
Fall 2019	33
Fall 2018	20
Fall 2017	29

Peer Mentoring Program	Started in Fall 2019
The Peer Mentoring Program is a mentorship program that connects incoming first-year students and transfer students of multi-ethnic and multicultural backgrounds with a returning student who identifies as multi-ethnic, multicultural and/or a transfer student.	
Term	Total # of Participants
Fall 2020	Not continued
Fall 2019	10
Fall 2018	n/a
Fall 2017	n/a

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MESA Annual Diversity Events & Programming Series

Lawton Grant Recipients	<i>Intentionally left blank</i>
Term	Total # of Participants
Fall 2020	121
Fall 2019	96
Fall 2018	90
Fall 2017	130

African American Male/Female Summit	Started in Fall 2018
Term	Total # of Participants
Fall 2020	n/a
Fall 2019	Male=130, Female=130
Fall 2018	Male=155, Female=116
Fall 2017	n/a

Kwanzaa Celebration	<i>Intentionally left blank</i>
Term	Total # of Participants
Fall 2020	96
Fall 2019	120
Fall 2018	82
Fall 2017	107

Celebration of Success	Started in 2016
Only celebrated in Spring term	Total # of Participants
Spring 2020	n/a
Spring 2019	155
Spring 2018	129
Spring 2017	117



MESA Workshop Series	<i>Intentionally left blank</i>	
Term	Total # of Programs	Total # of Participants
Fall 2020	Graduate School Program	36
Fall 2019	Service Project	20
	Grief Program	38
	App Night	24
	Palmeri & McCleer	37 & 41
	Waking Up White book discussion	68
	Black in the Bay	66
Fall 2018	Service Project	25
	Color Blind Date	10
	What Would You Do?	19
	Ramen Fryday	32
	Heid Erdrich	15
	App Night	22
Fall 2017	Grief Program	8
	App Night	34

MESA houses the multi-ethnic student organizations and serves as student organization advisors, program partners and/or content experts. The organizations are: Black Student Union, Intertribal Student Union, Men of Color Alliance, Organizacion Latino American@, Psi Theta Nu, Somali Student Union, South Asian Student Alliance, Southeast Asian Student Union and Women of Color.

Student Organization Participants	BSU	ISC	MOCA	MSU	OLA	PST	SSU	SASA	SASU	WOC
Spring 2020/Fall 2019	6	18	4	n/a	12	18	6	21	17	3
Spring 2019/Fall 2018	117	16	n/a	n/a	15	29	10	69	19	11
Spring 2018/Fall 2017	33	16	n/a	n/a	17	30	n/a	37	34	21
Spring 2017/Fall 2016	5	6	n/a	5	18	n/a	n/a	11	28	12
Provided by the Office of Student Life										

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Community Collaborations

The annual community collaborative events are:

African American Male and Female Achievement Summits – Green Bay Area Public School (GBAPS) District

Diversity Discovery Free Day – The Building for Kids Children’s Museum

Back to School Store – Service League of Green Bay

Brown County Dr. Martin Luther King Jr. Birthday Community Celebration – NWTC, St. Norbert College & GBAPS

Untitledtown Book and Author Festival - Untitledtown Book and Author Festival

Racial Workshops, Panels and Townhalls – Young Women Christian Association (Y.W.C.A)

Diversity Leadership Institute – The Privilege Institute

In Conclusion

MESA serves domestic students who self-identify as multi-ethnic or of ethnic/racial background. Because this is a self-select process at the time of application and/or transfer, student outreach by MESA is limited. In addition, student documentation and advising can be only documented for currently enrolled students at UW-Green Bay. There is no formal documentation of advising for prospective students and alumni.

With MESA offering a student lounge and study suite during the Union building open hours, MESA cannot capture its true usage during open evening or weekend hours. The usage for a card reader system that is directly linked with the UW-Green Bay students Student Information System (SIS) would help in securing more demographic information, accurate suite usage and to fully understand who is using MESA advising and services.

Lastly, the MESA staff consist of a front desk manager (as of July 2020 increased to a 75%FTE from 50%FTE), two multicultural advisors (100%FTE) and a serving department director (100%FTE). There is a need for another multicultural advisor position as undergraduate students of multi-ethnic and ethnic/racial background have tripled in enrollment since 2007. In addition, to serving on more campus committees, task forces and diversity initiatives, MESA staff has significantly taken more visible leadership role in campus and community programs.