

**Final Report to Lilly Endowment Inc.**

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**Goshen College**

**Center for Intercultural and International Education**

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## **I. Introduction**

We submit here Goshen College's final report detailing the progress that the Center for Intercultural and International (CIIE), formerly known as the Center for Intercultural Teaching and Learning (CITL), has made toward the mission of:

*Global Citizenship at Home:*

*Addressing the educational needs of Latino students*

*in our community to build a successful future for all.*

In this final report, we outline what has transpired during the last months since we submitted the semi-annual report on Feb. 28, 2014. We outline the steps taken to transition from the end of the Lilly Endowment, Inc., grant to new intercultural opportunities for Goshen College and the broader community. CIIE is on a path to experience significant growth in such areas building an intercultural community of practice, establishing a college-going culture, continuing its student support through daily interactions with all Goshen College students, shaping the future intercultural leaders that will impact our local, regional, state, national and international communities, launching an intercultural leadership institute through the support of the Lumina Foundation, and strengthening the cultural intelligence that has grown out of the identity, culture, and community work being lived out by students, faculty and administrators at Goshen College. Building on this work, which has been supported by the Lilly Endowment Inc., this final report sets the direction for a future filled with intercultural transformation and intercultural responsiveness. Below are the significant accomplishments for this reporting period.

1. President Brenneman appointed Gilberto Pérez, Jr. to direct the Center for Intercultural and International Education. In appointing Pérez to the position of senior director of intercultural development and educational partnerships, President Brenneman said, "As a longtime member of the Goshen community, his strong community connections and leadership in the church make him a true visionary for the future of intercultural education at GC." Pérez has served as associate professor of social work at Goshen College since 2012. Prior to coming to Goshen College, Pérez was employed at Northeastern Center, a community mental health center in Northeast Indiana.

While at Northeastern, he developed the Bienvenido curriculum, a nationally recognized mental health promotion curriculum for Latino immigrants that addresses access to mental health services, increased knowledge of mental health and an increased sense of belonging for Latinos in their respective communities. The curriculum has been implemented in 13 cities in Indiana and is available in 14 states across the United States. Pérez earned a bachelor's degree in social work from Eastern Mennonite University (EMU), as well as a graduate certificate in conflict transformation from EMU. He earned a master's degree in social work from the Universidad Interamericana in San Juan, Puerto Rico, and is a member of the Academy of Certified Social Workers. His social work experiences include hospice social work, emergency social services 911 and community mental health. Pérez lives in Goshen with his wife and three children. Pérez replaces Dr. Rebecca Hernandez, who served as senior director of intercultural development and educational partnerships at Goshen College since 2008, and accepted a position at George Fox University.

2. Goshen has greatly increased educational access, which is reflected in the college's diversity. This fall, 22.6 percent of full- and part-time students at Goshen are U.S. minorities and 9.9 percent are from abroad (25 countries). That means 32.5 percent of students are minorities or international students compared with 17.7 percent at the outset of this Lilly Endowment, Inc. grant. In addition, we have our most diverse first-year class the college has ever had, with almost 35 percent of traditional students identifying as non-white, compared with 15 percent in 2006-2007. The college experienced enrollment growth in both the adult and graduate programs. Seventy-nine students (compared to 55 last year) are in the college's adult degree completion and accelerated programs. As well, 68 students (compared to 60 last year) are pursuing master's degrees in one of Goshen's four graduate programs – Nursing (Family Nurse Practitioner), Environmental Education, Intercultural Leadership and the new Collaborative MBA. Currently, there are 11 students enrolled in the Master of Arts in Intercultural Leadership. Retention – a key measure of student satisfaction – continues to be stable and very strong at Goshen College. The latest figure show that 77 percent of the 2013-14 first-year students are enrolled this fall, the same as last year. What does this have to do with intercultural development at Goshen College? First, we are increasingly becoming a more racially/ethnically diverse campus. This means our students are interacting more and more with someone who is of a different ethnic group. Students are receiving adequate student support which translates into high student retention rates, including for minority students. As we have strived to increase the sense of belonging for Latino students and other minority groups at Goshen College, this accomplishment supports our efforts of becoming an interculturally-transformed teaching and learning community.

3. The Intercultural Advisory Council, which is made up of leaders from across the region and nation, is taking shape. The purpose of the intercultural advisory council is to provide direction and counsel on the next phase of a comprehensive intercultural strategic plan at Goshen College being take campus wide for our ten-year reaccreditation process. The intercultural strategic plan will set direction for intercultural development, intercultural responsiveness, intercultural competence, and intercultural leadership, and intercultural research at Goshen College for the next ten years. To date, five local and national leaders have said yes to Goshen College's invitation to serve on the council. Advisory council members represent organizations and individuals such as Christian Peacemaker Teams, Multicultural Mental Health Research Center, licensed clinical social worker, Horizon Education Alliance, and a Cultural Competency Consultant. This late accomplishment in the cycle of the Lilly Endowment grant fulfills our goal of seeking support from respected leaders in the field of intercultural development and community development. The council will meet twice a year to review the cultural audit and offer recommendations for more inclusion of diverse groups at all levels of the institution (college). As we move forward, we feel confident that the intercultural advisory council will greatly enhance the intercultural transformation that we are accomplishing.
4. The Lilly Endowment, Inc., grant has placed Goshen College in a position to reach its goal of becoming one of only two Hispanic-Serving Institutions (HSI) recognized by the federal government in the state of Indiana. Becoming an HSI is no easy task, but continuing to create relationships and educational partnerships with key groups across the United States are among the most important strategies for reaching our goal within four years. Having stated this initiative, several educational partnerships have been developed that set direction for obtaining HSI status:
  - First, Goshen College has developed a partnership with the Indiana Latino Expo in Central Indiana (ILE). The ILE is a bridge for many business and community-based organizations to learn about their services. The partnership will bring together Latino youth from Central Indiana to learn about college options. Goshen College representatives also will be present to share about our programs at the annual Indiana Latino Expo in June 2015, where over 8,000 members of Latino community will gather to learn about the resources that are available in Indiana.
  - A second partnership has been developed with the Mexican Consulate in Indianapolis through its Instituto para los Mexicanos en el Exterior (Institute for Mexicans Living Abroad or IME). This partnership will allow Goshen College to offer scholarships to Mexican or Mexican-American students. IME and Goshen College will offer \$40,000 in student scholarships to first-year students in the 2014-15 academic year.

This partnership with the Mexican Consulate in Indianapolis and our relationship with the Mexican Consulate in Chicago place Goshen College on a path for increased Latino enrollment.

- Regionally, CIIE has developed partnerships with Sonido de Alabanza and Vida Abundante of Cicero, Ill., which are the two largest Latino Mennonite congregations in the country; both congregations average 1,300 members for their worship services. Higher education workshops will be held with close to 350 Latino Mennonite youth. Eight students from Sonido de Alabanza already have contacted Goshen to request campus visits and parent orientation sessions.
  - Perhaps most notably, we have reached an educational partnership with the Hispanic Mennonite Church USA (HMC) and the Instituto Biblica Anabautista (IBA). HMC has more than 50 congregations spread throughout the United States and IBA has 57 study centers nationwide. These entities agreed to partner with CIIE to offer higher education workshops for their youth. We expect more than 10 higher education workshops will be conducted in strategic locations across the country for Latino Mennonite youth interested in enrolling in college. These last three educational partnerships – all established within this last reporting period – place CIIE and Goshen College in an excellent position to interact with and recruit Latino youth to the college. And each partnership moves Goshen College closer to becoming an Hispanic-Serving Institution.
5. Developing intercultural leaders is a priority at Goshen College. To further that goal, CIIE has established partnerships with the Goshen Chamber of Commerce and the Fort Wayne Hispanic Chamber of Commerce. These partnerships are allowing CIIE to engage with regional leaders in the business, non-profit, education, health and public sectors for intercultural leadership training. In January 2015, our Intercultural Leadership Academy will bring together leaders from the Goshen area to learn fundamental principles of intercultural leadership. The three-month leadership academy will allow leaders to engage in intercultural learning. The Fort Wayne Hispanic Chamber of Commerce and CIIE will engage Latino youth throughout this calendar year about the importance of leadership in community and in the school setting. Training provided by the intercultural leadership academy also will serve as an entry point for self-awareness and action toward further study of intercultural leadership. We envision that intercultural leadership academy participants will consider enrolling in the college's Master of Arts in Intercultural Leadership.

## **II. Research update**

During the final reporting period, the following research was completed or planned:

- Dr. Kim Case, Ph.D., completed the three-volume “Research to Practice Tools” through the Institute for Latino Educational Achievement of CIIE. Each volume offers an overview of the research findings and implications for practice as colleges and universities strive to promote intercultural teaching and learning. The Research to Practice Tools can be found at the following link:  
<http://www.goshen.edu/intercultural/research/research-to-practice/>
- Dr. A. Brian Leander, Ph.D., Adjunct Faculty, Master of Arts in Intercultural Leadership (MAIL) program, taught in the summer MAIL cohort. Dr. Leander will develop the intercultural leadership institute curriculum. Funding has been received from the Lumina Foundation, Indianapolis office, to develop a leadership institute for presidents and chancellors of universities and colleges across the United States. In June 2015, President Brenneman will convene the institute for his peers so they can learn about the intercultural transformation that has taken place at Goshen College.
- Dr. Melissa Rinehart, Ph.D., Kaleidoscope Diversity Solutions, Inc. will serve as the research analyst for the higher education workshops that are being conducted from August 2014 through June 2015. Dr. Rinehart is a trained cultural anthropologist and has experience conducting program evaluations with organizations in Michigan and Indiana. Our partnership with Dr. Rinehart will allow CIIE to better understand what youth are learning at the higher education workshops. It is expected that 3,500 evaluation sheets will be completed.

## **III. National presence**

Goshen College is recognized as an influential leader in liberal arts education focusing on international, intercultural, interdisciplinary, and integrative teaching and learning that offers every student a life-orienting story embedded in Christ centered core values: global citizenship, compassionate peacemaking, servant leadership and passionate learning. This recognition, as documented in prior CITL/CIIE reports, shows that the college is sought out for its knowledge on intercultural work. President Brenneman, the former CIIE director, administrators and faculty have offered many workshops on intercultural transformation and Latino educational achievement and have served as consultants to institutions seeking intercultural knowledge. While CIIE has experienced a transition in directors, it is important to note that the previous work has opened the door for continued national recognition.

Together, past and present work solidifies Goshen College's national presence in important arenas: professional, religious, educational, and among community groups. CIIE is gaining strength in all of these areas.

- The Multicultural Mental Health Research Center (MCMHRC), Cambridge Health Alliance, has invited CIIE to be its Site Leader on a health disparities research project with eight communities of color across the United States. CIIE will bring together leaders for discussion on health disparities in communities of color through the Nominal Group Technique. It is envisioned that this four-year partnership, funded through the National Institute of Mental Health, will teach key stakeholders how to better serve underserved populations. MCMHRC approached CIIE because of its extensive connections with community organizations across the country. Eight community organizations, from Washington, California, Colorado, North Carolina, Minnesota, Indiana, and Florida will convene quarterly to analyze the data and offer recommendations. This partnership has the possibility of expanding to further research in the area health disparities for people of color. This is central to the mission of our intercultural research at CIIE.
- ReconciliAsian, a peace education organization, located in Pasadena, Calif., has partnered with CIIE to better understand the needs of Asian-American youth when it comes to college. Through this partnership, it is envisioned that CIIE will spend time with ReconciliAsian in its home community meeting with local donors and youth to understand what is needed in the Asian community. CIIE is supporting ReconciliAsian through its higher education workshops. ReconciliAsian is recognized across the country and in South Korea. Leaders of ReconciliAsian have invited CIIE to travel to South Korea to learn more about Korean culture. It is envisioned that ReconciliAsian will promote CIIE in its far-reaching workshops in the United States.
- Fourth, and as previously mentioned in this report, Goshen College's partnership to offer education workshops for youth with the Hispanic Mennonite Church USA (HMC) and the Instituto Biblica Anabautista (IBA), will raise the college's profile across the nation. IBA and CIIE also are in the process of developing an educational partnership that involves offering education opportunities – via a virtual campus – at its 57 study centers across the country. This partnership has developed in the past three months. This new partnership will take CIIE into the future with a solid national presence in the Midwest and throughout the United States.
- Finally, in 2012 Mennonite Church USA unveiled its Purposeful Plan. The plan was received as the denomination's strategic plan for the next ten years. The Purposeful Plan laid out seven priorities. Priority six is titled "intercultural transformation."

Mennonite Church USA has been engaged in offering training to its national leaders and local leaders through a program called “Communities of Hope.” This intercultural training team is made up of leaders from across the denomination. The senior director of CIIE serves on the intercultural training team. Thirty Mennonite leaders were trained in the Communities of Hope in 2012. Mennonite Church USA leaders also invited CIIE to join in an Intercultural Development Inventory Enterprise (IDI). The Enterprise offers consultation to Mennonite Church USA member congregations across the United States. CIIE staff and Goshen College faculty will join the IDI Enterprise to offer consultation on intercultural transformation. Currently, the CIIE director offers CIIE intercultural services to one Mennonite congregation in Goshen.

#### **IV. Educational Access**

##### **Diverse Student Support**

This June and August, as in past summers, two educational access programs were held at Goshen College. The LIFT (Living Into the Future Together) program brought 18 high school students to the Goshen College campus for four days to offer a college experience to the minority youth. LIFT participants came from South Bend, Goshen, LaGrange, Ligonier, and Michigan for a time of learning. The participants spent time with faculty and met with health professionals at IU Health Goshen and at Elkhart General Hospital.

The second program, SALT (Serving and Learning Together), brought together 27 first-year students one week prior to new student orientation days for a time of learning and getting to know the college campus. This program addressed the importance of learning about the campus and its culture, building relationships and developing study skills.

Other diverse student support programs that continue to support academic success, retention, intercultural engagement and integration include the newly reorganized Latino Student Union, Black Student Union, and the International Service Club. CIIE staff meets regularly with students in the lunch room, break room, CIIE office area, and other places on campus. In addition, the student support coordinator, in partnership with two African-American churches, will offer higher education workshops for youth. This partnership also is bolstering Goshen College’s Voices N’ Harmony Gospel Choir, which is made up of a diverse mix of students, faculty, and staff and people from the community.

Finally, diverse students are receiving the academic assistance they need from the student support coordinator and our bilingual academic counselor. We also are connecting first year and other CITL students through a program called Campus Connections. In recent years, CITL students participated in separate leadership cohort.



As of Fall 2014, Latino students are now accessing other leadership programs. The Campus Connections program connects students with mentors. Campus Connections meetings are held in the CIIE offices. Leaders from Black Student Union, Latino Student Union, and International Service Club are participating in the leadership program offered by the Student Life Office. This is a significant and positive change moving forward.

## **V. Community Outreach**

Community outreach by CIIE with diverse communities continues to grow. The growth has steadily increased with the Latino community, and has begun to grow with the African-American and Asian-American communities as well.

During the past three months, the CIIE community outreach coordinator and the CIIE director have established new partnerships that will deepen our community relationships. During this period, community outreach activities have been planned for the new academic year, including:

- Unidos Como Familias Para la Educacion (United as Families for Education). Goshen Community Schools and CIIE held a parent orientation on campus on college opportunities earlier in September. Juana O. Watson, a former aide to Gov. Mitch Daniels on Latino affairs, was the keynote speaker. Six Hispanic parent liaisons worked with the community outreach coordinator to create this event. More than 250 parents and youth attended this event.
- Saving for College Conference. Representatives of seven financial institutions from Elkhart County and St. Joseph County will hold a Save for College conference in October 2014 with Latino parents and their children. The goal of the conference is to encourage families to start saving for college. Each parent will have the opportunity to meet with a financial counselor to discuss options for saving for college through a 529 Plan, IRA savings, and more.
- 21<sup>st</sup> Century Scholars celebration event. We estimate that 350 Latino families will come to Goshen College to receive a 21<sup>st</sup> Century Scholarship. Goshen College is opening up its space to welcome the families and youth for this time of celebration. The community outreach coordinator is working with newly hired CIIE interpreters to ensure Spanish-language needs are met for this and other events.
- College Week. Elkhart Community Schools has invited Goshen College and CIIE to hold a college week fair with middle school students from Elkhart. Faculty will offer 30-minute information sessions on their areas of expertise and related occupations.

- College-going culture signature events. CIIE will create events at three middle schools in Elkhart County in partnership with the Horizon Education Alliance, a non-profit organization created by local education and business leaders to increase education achievement and foster lifelong learning. Each event will be directed at rising eighth-graders. Horizon Education Alliance, in partnership with CIIE, will bring 250 eighth-graders to Goshen College in June 2015.
- Higher education workshops. CIIE will partner with more than 10 community-based organizations to offer higher education workshops. The purpose of the workshops is to motivate and stimulate minority youth to consider college as their first option when they graduate from high school. We estimate that more than 60 higher education workshops will be conducted through June 2015. We also estimate that about 3,500 minority youth will participate in these higher education workshops.
- Spanish-language Public Service Announcement (PSA) campaign. CIIE has partnered with LaZona 2013 to develop 25 Spanish audio PSAs to promote the importance of college, how to pay for college, and majors offered at Goshen College. The culturally and linguistically appropriate radio announcements are being played in Goshen and Indianapolis. Our new educational partners will receive the PSAs and request that they be played by their local Spanish-language radio stations. The Mexican Consulate has agreed to send the PSAs to Mexico for dissemination.
- Community basketball game. CIIE has partnered with My Hood Needz Me, a community-based organization that works with African-American males, to conduct higher education workshops. Goshen College and CIIE also are working with My Hood Needz Me to hold a benefit basketball game between My Hood Needz Me basketball players and the Goshen College basketball team. We believe the community basketball game will attract community members to Goshen College campus, where they will experience the joy of seeing their children play on a college basketball court.
- Intercultural services training. CIIE staff members have begun to offer intercultural training in the community. In late August, the student support services coordinator offered a workshop at the Center for Adolescent and Parents Services on how to effectively reach the African-American community. The CIIE director has offered intercultural dialogues between police officers, Latino religious leaders, and Latino residents on racial profiling and community policing. CIIE staff members also are being sought out by leaders in Elkhart to assist with issues of community violence and distrust of police by members of the African American community.

- Vision 2025 – The community outreach coordinator is a member of the City of Goshen Vision 2025 Planning Committee. This committee has begun work on establishing an intercultural vision for Goshen. The community outreach coordinator is offering her expertise in reaching the Latino community and effective civic engagement.

## **VI. Where to from here?**

As we submit this final Lilly Endowment, Inc. report, we are reminded of what Dr. Rebecca Hernandez stated in her last Lilly report (in February 2014): “This work is both personal and professional. It is important to remind ourselves and others that the work of transformation of Goshen College and other like colleges is critical, because it is our children and others like them whose lives will be changed toward the better because of our work.”

What has begun at Goshen College through the support of the Lilly Endowment, Inc., will continue with renewed energy. These past several months have been invigorating as the fruit of our endeavors become more apparent as more and more individuals and organizations seek association with and connection to Goshen College. So many intercultural initiatives have been created over the past seven years that it is hard to believe that we are submitting this final grant report. Those who have labored; those who have given their time and energy to seeing students make it through their identity formation process; and the students who have seized the opportunity to grow in the midst of so much difference and challenge are to be commended for staying true to their goal of becoming servant leaders, global citizens, and passionate learners.

For some time now, Goshen College has been leading in the area of intercultural transformation. It is our goal to continue developing intercultural leaders near and far. So we are moving forward with confidence and cultural humility. We will continue our efforts with leaders, corporations, foundations, religious groups, and anyone else who stands ready to embrace the Goshen College vision. We are addressing the educational resources and needs of all students in our community to build a successful future for all. And we welcome others to join us.

### **In gratitude**

We offer our heartfelt thanks to the Lilly Endowment, Inc., and its officers for entrusting Goshen College with your precious resources. We look forward to continue sharing with you the many examples of intercultural transformation taking place at Goshen College and beyond made possible by our enduring partnership with the Lilly Endowment, Inc.