

Intercultural Development and Education Partnerships at Goshen College

Internal and External

Gilberto Perez Jr., MSW, ACSW

Senior Director for Intercultural Development and Educational Partnerships

The challenge of creating a shared vision on intercultural education requires integrating diverse people into a cohesive whole. This challenge places us on a path of trying to find out what resonates with students, leaders, and members of our community. The changed demographics at Goshen College and in our surrounding communities call us to provide students with widely different abilities, life experiences, values, economic status, gender identity status, languages, and cultural communities a safe place. Our intercultural responsiveness and inclusion at Goshen College involves working in relational ways with students, faculty, administrators, staff, and members of the community that are participatory, critical, and located within the vibrant cultural community where we live. This responsiveness is about creating dialogic spaces and educational partnerships that encourage the development of relationships of mutual trust and respect. As we strive to further our intercultural work at Goshen College below are several intercultural initiatives that are in motion and taking shape. The initiatives are categorized as internal and external.

Intercultural Development and Educational Partnerships

Internal

1. **President's Council** - Continuing to discuss ways to further live into the intercultural vision of Goshen College in each Vice President area.
2. **Intercultural Leadership Program** - 65 students continue to meet monthly for leadership development. There is an increase in students of color applying for paid leadership positions. And, students are being invited to apply for internships at local community organizations.
3. **Mentoring** - Continuing to meet with students of color on a regular basis for mentoring and emotional support. Examples include: meeting with Advocates Club to listen to needs and challenges of LGBT+ students; meetings with LSU to assess needs post-election 2016; meeting with BSU to better understand their needs for sense of belonging on campus; meetings with students that traveled to Standing Rock; attended meeting between law enforcement officials and students of color (Rocio). Rocio is the LSU advisor. Richard meets individually with the students and invites them to share their migration and life story in churches and civic organizations from Goshen and Elkhart.
4. **Anti-racism Training** - Sponsoring training for 20 Goshen College students on anti-racism in May 2017. The students will work to implement several anti-racism workshops in the 2017-2018 academic calendar. Anti-racism training for faculty, staff, and administrators will be conducted in Fall 2017.
5. **Student and Faculty Conversations** - Attempt is being made to facilitate a dialogue between the students that traveled to Standing Rock and their student activism and classroom management.

6. **Cultural Events/Sense of Belonging** - Continuing to host cultural events for the campus community. Hosted a Pozole night with students and community members. An Egg Roll and Conversation event is being planned for March 23, 2017 in the Connector.
7. **English Department** (Ann Hostetler) - Collaboration on Maple Scholars Research Project: Latinx Voices from Goshen College: A Celebration of the First Ten Years (of the CIIIE Initiative to Recruit Latinx Students). A collection of stories of CITL graduates on their experience at Goshen College and where they are today now that they have graduated.
8. **Education Department** (Suzanne Ehst) - Collaboration on offering "Know your Rights" workshop to county-wide educators. We are bringing together educators on ways to refer undocumented immigrant student to needed resources (emotional, physical, and legal).
9. **Reith Village/Merry Lea** (Tom Hartzell, Joel Pontius, Jane Litwiller) - Offered intercultural workshop at the Sustainability Summit with college students from various colleges across the Midwest. Continuing to work with Tom Hartzell and Joel Pontius on ways to develop the intercultural community at Reith Village. Monthly meeting to brainstorm ideas.
10. **Bible/Religion & International Education** (Keith Graber Miller, Jo-Ann Brant, Regina Shands Stoltzfus, Paul Keim, Tom Meyers) - Serve as primary link to communities of color for promoting the Study Service Theology Term program. 20 students will travel to Guatemala for 10 days in June 2017.
11. **Social Work Department** (Kendra Yoder) - Richard Aguirre offered two presentations to social work students on activism and social advocacy. Discussion was directed at ways social workers can advocate and support undocumented immigrants.
12. **Nursing Department** - Rocio shared with nursing students on issues of cultural awareness and cultural differences.
13. **Business Department** (Michelle Horning & Phil Mason) - Continue to promote Pathways to Career initiatives at the intercultural leadership sessions and via email. Leadership students are being encouraged to enroll in Learn to Lead class. Linked Phil Mason via Richard Aguirre to El Puente for advertising experiential learning for advertising class.
14. **Communication Department** (Duane Stoltzfus & Pat Lehman) - Coordinated meeting between Communication Dept and El Puente Newspaper for understanding history of Spanish newspaper and ways to connect students to El Puente for article submissions. Richard offered a presentation on qualitative and quantitative research on recruiting all students.
15. **History Department** - (Philipp Gollner & Jan Bender Shetler) - Philipp Gollner offered training to history students oral history interviewing. The Oral History Project: Minority Ministries Council Conference will provide students with an in-vivo oral history interview experience.
16. **Student Life/Residence Life** (Launa & Dr. Mitch) - Connected Dean of Students to bicultural and bilingual counselors from Goshen to support students of color that desire diverse counselors. Collaborated with Associate Director of Community Life on Barbershop Talk with

African American male students. Over 20 African American male students were led in a conversation on their experience at Goshen College as well as leadership development on campus.

17. **Strategic Enrollment Planning** - Working closely with the SEP process and facilitating the Culture & Diversity Working Group. Serve as Ex-officio member of the Hispanic Serving Institution Committee.
18. **Hispanic Serving Institution Committee (HSI)** - The HSI Committee is tasked in making recommendations to the college on issues of recruitment, retention, and advancement strategies of Latino students. The committee will draft a five-year plan that addresses areas of work as an HSI.
19. **Human Resources Office** (Norm Bakhit) - Norm has offered leadership training to 2nd year leadership students on the DiSC profile. Implicit bias training for all search committee members is now being offered.
20. **Global Anabaptist Institute & Ecological Regeneration Institute** (John D. Roth & Jonathan Schramm) - Partnered to deliver the Pastors Academy to Mennonite pastors at Merry Lea. 10+ pastors from across the U.S. attended the pastors academy. Set to offer a second academy in May 2017.
21. **Martin Luther King Jr. Planning Committee** - Serve on the MLK Committee to host MLK Celebration Day.

External

1. **Intercultural Research** - Continuing to work with Harvard Medical School on health disparities research project. Five community-based organizations across the U.S. (NM, GA, CO, & IN) are a part of the research project. Work entails holding focus groups and in-depth interviews with the community organizations. A trip has been made to Boston to work with the disparities research team. This is a 4 year research project. \$125,000
2. **Intercultural Consulting** - Intercultural consulting services have been provided to Goshen Community Schools, City of Goshen, Indiana/Michigan Mennonite Conference, Anderson University, College of the Ozarks, Mennonite Health Services Alliance & College Mennonite Church. Consulting services are directed at intercultural development and organizational planning for diversity. \$6,700
3. **English as a New Language Classes** - Continuing to offer ENL classes to 65 Latino & African students from Goshen, Elkhart, Middlebury, and Michigan. Fall 2016 there were 72 students enrolled in the ENL classes. Spring 2017 there are 63 students enrolled. All students pay a fee for the classes (\$300) for 12 weeks of English instruction. Four ENL Instructors offer English instruction. Community partners include: Greencroft Communities, Goshen Hospital, Everence, Eighth Street Mennonite Church, and Schowalter Foundation. \$75,700

4. **Latino Scholarship Dinner** - In partnership with the Advancement Office the 2nd Annual Latino Scholarship Dinner was held on February 2, 2017. Over 150 persons were in attendance. One local community member dropped off a check for \$3,000 for the Latino Scholarship Fund. In 2015, \$50,000 was raised to support Latino students. \$85,000
5. **Minority Ministries Council Conference** - Coordinating the Minority Ministries Council Conference that brings together Mennonite leaders of color from the 1960s and 1970s to tell their story of serving in the Mennonite church. The conference will be held on March 30 - April 1 at the Greencroft Goshen Community. Keynote speakers are from the University of Notre Dame, Eastern Mennonite Seminary, Texas A&M, Mennonite Central Committee, Central States, and the University of Montana. Conference sponsors are: MCC US, Everence, Schowalter Foundation, & Mennonite Mission Network. \$36,000
6. **College Prep Coach** - Richard Aguirre has worked with the Community Foundation of Elkhart County and Goshen Community Schools to develop a position at Goshen High School for college readiness for first-generation students.
7. **Meetings with Latino and African American Leaders from Elkhart County** - Continuing to foster relationships with Latino and African American leaders on college-going culture and leadership development. Regular meetings are held with leaders of color to discuss their ideas for collaboration. Meetings have been conducted with leaders of color from the following organizations and churches: Elkhart Community Schools; Brothers of Elkhart; Boys & Girls Clubs of Elkhart County; Latino Bar Association; Center for Community Justice; People's History of Elkhart; La Casa, Inc.; ComUNIDAD; Merino Law Firm, LPC; National Immigrant Justice Center; St. John the Evangelist Catholic Church; Iglesia Sinai; Iglesia Cristiana Adulam; College Mennonite Church; Embajadores de Cristo; North Goshen Mennonite Church; Grupo Amigos; Canaan Baptist Church; and Kingdom Impact Cultural Church.
8. **Elkhart County HOPE (Helping our People Everywhere) Network** - Through Richard Aguirre's leadership the EC HOPE Network was launched in November 2016. The network brings together individuals, business, churches, and civic organizations to support undocumented immigrants if situations of mass deportation arise. Over 280 individuals from the community have signed on to assist with legal, transportation, medical, and food support. The network has created a textbook fund for GC Latino students. One local Mennonite congregation donated \$3,000 to the textbook fund. The Center for Healing & Hope has agreed to host and coordinate the EC HOPE Network. There is work being done to develop the Good of Goshen ID card for all Goshen residents. Undocumented immigrants would be able to use the card to open a bank account, pay utilities services, and use it for traffic citation identification.
9. **College Readiness Workshops** - College readiness workshops are offered in Elkhart, Noble, and Kosciusko Counties to Latino and African American students and their parents. Workshops are held in schools, churches, business establishments, and community-based organizations.
10. **Spanish Radio Programming** - Weekly Spanish radio programs offered by Rocio Diaz promote a college-going culture on three radio stations: La Luz de Cristo, WLDC 105.9 FM; Radio Horizonte, 96.5 FM; and La Raza, WKAM 1460 AM.

11. **Talent Hubs, Lumina Foundation** - Horizon Education Alliance (HEA) has invited Goshen College to partner with them on their Talent Hubs grant proposal to the Lumina Foundation. HEA has been invited by the Lumina Foundation to submit a grant proposal. The grant proposal will be submitted in June 2017. The focus of the grant will be to work with Latino adults with no post-secondary education, developing stackable credentials, and ELL courses.
12. **Indiana Latino Higher Education Conference** - Developed an educational partnership with Independent Colleges of Indiana and the University of Notre Dame for the Indiana Latino Higher Education Conference on April 13, 2017. The conference will bring colleges and universities to share best practices on recruitment and retention of Latino students.
13. **Instituto Biblico Anabautista** - Exploring an educational partnership between EMU & Hesston College in developing Spanish bible courses for Latino Mennonite pastors across the U.S.
14. **Diversity Business Initiative** - The Business Diversity Initiative at the Elkhart Chamber of Commerce seeks to accomplish the development of minority entrepreneurship and the inclusion of minorities into the city's diverse business spectrums. Richard and Gilberto attend meetings and promote collaboration.
15. **Meetings with Elkhart County Sheriff's Department, Goshen Police Department & Elkhart City Police Department** - Several meetings have been facilitated by Gilberto between Latino leaders and law enforcement officials for the purpose of understanding policing efforts now that new executive orders on immigration have been announced.
16. **Mexican Consulate & Juntos Podemos Foundation (Mexico City)** - Have partnered with the Mexican Consulate in Indianapolis and Chicago these last two years on matching scholarship dollars for Mexican and Mexican American students at Goshen College. The College is now connected to a philanthropic organization in Mexico City called Juntos Podemos. This organization assisted with the scholarship dollars to the Mexican Consulate. Goshen College students wrote thank you notes to Juntos Podemos. \$47,000
17. **Hispanic Association of Colleges & Universities (HACU)** - Continuing to attend HACU national and international conferences to maintain up-to-date on current programs and relationships with HSI colleges and universities. A site visit to an HSI is being planned to better understand how to prepare for HSI status.
18. **Work Ethic Certification Advisory Council** - Gilberto serves on the Work Ethic Advisory Council through the Elkhart Community Schools. The ethics advisory council works with Elkhart businesses to hire graduates of the work ethic certificate program.
19. **Latino Advisory Committee, Mayor Stutsman** - Richard Aguirre and Rocio Diaz serve on the Mayor's Latino Advisory Committee, City of Goshen. Work involves advising Mayor Stutsman on issues related to Latinos living in Goshen.