Diversity & Inclusion at Appalachian

Presented By:

Jerisha Farrer, Assistant Director
Marco Fonseca, Assistant Director

INTERCULTURAL STUDENT AFFAIRS
Mission
The Office of Intercultural Student Affairs, a part of the Division of Student Affairs, contributes to the academic mission of Appalachian State University by providing marginalized and underrepresented students with mentoring, advocacy, community and identity affirmation; as well as by offering multiple and varied learning opportunities for all Appalachian students to develop an appreciation for diversity and different perspectives, enhance self-awareness, increase multicultural knowledge and strengthen intercultural competency.

Vision
Intercultural Student Affairs aspires to contribute to a campus-wide conversation that advances the University’s commitment to an inclusive learning environment for everyone.
Three Centers: One Mission

- Intercultural Student Affairs operates three student-led outreach centers
The Henderson Springs LGBT Center officially opened on October 3, 2008.

The Henderson Springs LGBT Center was founded to provide resources, support, information, and a welcoming atmosphere for LGBT individuals and their allies.
- App Allies Program
Women's Center

- The Women's Center was founded in 1998

- The ASU Women's Center is the only completely volunteer-run Women's Center in the state of North Carolina committed to educating the Appalachian community and empowering women and girls
Founded in 1995, the Multicultural Center (MCC) is the oldest of the 3 centers.

Serving as a connection point for ASU's multicultural clubs and staffed by students, the Center promotes diversity and inclusion through educational and social programming.
What is Diversity and Inclusion?

- Diversity is inclusive, not exclusive.
  - Embracing and advancing knowledge of difference, while recognizing and celebrating our similarities
  - Diversity is the manifestation of difference within a community that includes, but is not limited to:
    - Race/ethnicity or color
    - National origin
    - Religion, faith or spiritual values and traditions
    - Creed
    - Sex, gender identity/expression or sexual orientation/identity
    - Political affiliation
    - Age
    - Ability (Physical, Mental, Mental Health)
    - Veteran status
    - Economic and educational background
    - Geographic location
<table>
<thead>
<tr>
<th>Year</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2008</td>
<td>7.6%</td>
</tr>
<tr>
<td>Fall 2009</td>
<td>8.9%</td>
</tr>
<tr>
<td>Fall 2010</td>
<td>10%</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>10.3%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>11.3%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>12.4%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>12.8%</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>14%</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>14.9%</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>16%</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>17.1%</td>
</tr>
<tr>
<td>Fall 2019</td>
<td>17.4%</td>
</tr>
</tbody>
</table>
Enrollment by Race/Ethnicity  
(Fall 2019)

- **American Indian/Native American/Alaska Native**  
  - 59

- **Asian**  
  - 305

- **Black or African American**  
  - 707

- **Hispanic/Latinx/o/a**  
  - 1,332

- **Native Hawaiian or other Pacific Islander**  
  - 8

- **White/Caucasian**  
  - 15,959

- **Two or More Races**  
  - 746

- **Race/Ethnicity Unknown**  
  - 234

- **Non-Resident Alien**  
  - 164
# Student Diversity

This dashboard displays information for underrepresented students enrolled at Appalachian. Demographic data is based on the Fall 2019 academic term. Click to view the complete enrolled student profile.

## 17.4% Underrepresented students enrolled in Fall 2019

<table>
<thead>
<tr>
<th>% Underrepresented</th>
<th>Fall 2010</th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
<th>Fall 2018</th>
<th>Fall 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>10.0%</td>
<td>10.3%</td>
<td>11.3%</td>
<td>12.4%</td>
<td>12.8%</td>
<td>14.0%</td>
<td>14.9%</td>
<td>16.0%</td>
<td>16.2%</td>
<td>17.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>221</td>
<td>219</td>
<td>239</td>
<td>229</td>
<td>257</td>
<td>320</td>
<td>328</td>
<td>318</td>
<td>309</td>
<td>305</td>
</tr>
<tr>
<td>Black/African American</td>
<td>549</td>
<td>510</td>
<td>526</td>
<td>562</td>
<td>584</td>
<td>645</td>
<td>715</td>
<td>707</td>
<td>696</td>
<td>707</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>494</td>
<td>546</td>
<td>618</td>
<td>701</td>
<td>702</td>
<td>759</td>
<td>843</td>
<td>1,057</td>
<td>1,160</td>
<td>1,332</td>
</tr>
<tr>
<td>Native Hawaiian/Other Pac Islander</td>
<td>6</td>
<td>6</td>
<td>11</td>
<td>12</td>
<td>11</td>
<td>20</td>
<td>20</td>
<td>14</td>
<td>14</td>
<td>8</td>
</tr>
<tr>
<td>NR Alien</td>
<td>151</td>
<td>166</td>
<td>167</td>
<td>210</td>
<td>216</td>
<td>169</td>
<td>168</td>
<td>161</td>
<td>153</td>
<td>164</td>
</tr>
<tr>
<td>Two or more races</td>
<td>203</td>
<td>254</td>
<td>347</td>
<td>398</td>
<td>441</td>
<td>497</td>
<td>555</td>
<td>655</td>
<td>683</td>
<td>746</td>
</tr>
<tr>
<td>Total</td>
<td>1,683</td>
<td>1,750</td>
<td>1,948</td>
<td>2,163</td>
<td>2,265</td>
<td>2,458</td>
<td>2,695</td>
<td>2,967</td>
<td>3,067</td>
<td>3,321</td>
</tr>
</tbody>
</table>
Diversity Initiatives and Programs on Campus

- Food Pantry & Free Store (East Hall)
- Career Development Clothing Closet
- Affiliated Organizations of ISA (Clubs/Organizations)
- Special Needs Housing
- The Chancellor’s Student Advisory Board for Diversity Recruitment
- Single Occupancy Restrooms
- Sustained Dialogue
- Bias Incident Reporting
- Hair Services for Students of Color
- Scholars with Diverse Abilities
- Social Justice Week
- Preferred First Name for Students
Getting Involved!

- Clubs and Orgs
  Appalachian African Community, Asian Student Association, TransAction, Black Student Association, Latin Hispanic Alliance, Jewish Students of Appalachian (Hillel), Hmong Society Club, Pagan Student Association, Muslim Student Association, INTAPP, SAGA (Sexuality and Gender Alliance), etc.

- Greek Life
  Alpha Kappa Alpha Sorority, Inc.; Alpha Phi Alpha Fraternity, Inc.; Delta Sigma Theta Sorority, Inc.; Kappa Alpha Psi Fraternity, Inc.; Omega Psi Phi Fraternity, Inc.; Phi Beta Sigma Fraternity, Inc.; Zeta Phi Beta Sorority, Inc.; Chi Upsilon Sigma National Latin Sorority, Inc.
University Housing and the Office of Intercultural Student Affairs are committed to providing a safe and comfortable living environment for all students, including those students who identify as transgender, non-binary, non-conforming, and other gender identities. Any student seeking accommodations for living in the residence halls at Appalachian should complete the Housing Gender Consideration Form in AppSync or visit intercultural.appstate.edu/housing-accomodation
The ASCEND Program is an engaging, intentional, high-impact supplemental orientation program targeting first time Appalachian State University students from marginalized and historically underrepresented backgrounds.

The ASCEND Program is based on Maslow's Hierarchy of Needs, and establishes a solid foundation for new students to feel a sense of belonging and community, be empowered to succeed with knowledge, connections and resources, and to explore and give back to their new home-away-from-home.
Our Goal!

- Leadership, mentorship, advocacy, activism and service; we want to be a resource to all Appalachian State University constituents and residents of Northwest North Carolina in matters concerning diversity and inclusion.

- We aspire to contribute to a campus-wide conversation that advances the Appalachian’s commitment to a diverse & inclusive learning environment for ALL.
ISA Staff

- Director: Lamont Sellers
- Assistant Director: Marco Fonseca Rodriguez
- Assistant Director: Jerisha Farrer
- Coordinator: Kendall Rankin
- LGBT Center Graduate Assistant: RaQuon Haynes
- MCC Graduate Assistant: Imani Dillon
- Women’s Center Graduate Assistant: Melanie Turner
Q&A

Presented By:
Jerisha & Marco

INTERCULTURAL STUDENT AFFAIRS
Thank you for visiting us (virtually)!

For additional information, please visit our website: intercultural.appstate.edu